NEGOTIATED WORKING CONDITIONS IN NOVA SCOTIA

1984

Nova Scotia

**Department of
Labour and Manpower**

Research Division

NEGOTIATED WORKING CONDITIONS FROM COLLECTIVE AGREEMENTS IN NOVA SCOTIA

1984

Nova Scotia Department of
Labour and Manpower
Research Division

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FOREWORD

This publication provides information on selected provisions from collective agreements that were in effect in Nova Scotia during the 1984 calendar year.

The report contains information on an industrial composite basis, and on five industrial sectors: Manufacturing, Service, Trade, Public Administration, and Transportation, Communications and Other Utilities. As such, users of this document will be able to obtain specific information on each industrial sector,and also to undertake comparisons between sections.

This report provides information only on the substantive issues from collective agreements. Occupational wage rates and rate changes are not included in this review. A separate report, "Trends in Collective Agreement Settlement Wage Rate Changes", provides wage rate information.

In addition to the information presented in this report, the Research Division encourages members of the industrial relations community, especially contract administrators and negotiators, to request specialized analysis of collective agreements. A computer retrieval facility is available for this purpose.

The prompt filing of collective agreements by unions and employers makes possible the provision of more timely information. This cooperation is greatfully acknowledged.

This report was prepared by Dane Percy and Barbara Hirschfeld. Requests for more specific information from collective agreements can be directed to either of these individuals at:

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INTRODUCTION

The purpose of this report is to provide information on the relative frequency of occurance of selected clauses that occur in collective agreements in Nova Scotia. Collective agreements provide a wealth of information about the nature of working conditions within industrial sectors. They also provide information that can be cross-classified by such items as size and type of bargaining unit, duration of contract, settlement stage of negotiations, and general occupational coverage.

DATA SOURCE

This report contains data from collective agreements falling under the jurisdiction of the Nova Scotia Trade Union Act. The agreements included in this analysis were in effect during all or part of the 1984 calendar year.

All collective agreements are classified according to the economic activity of the employer, by means of the Standard Industrial Classification Manual (Statistics Canada 1970). The distribution of collective agreements by economic activity, and the number of employees covered, is presented in Table 1.

TABLE 1

DISTRIBUTION OF COLLECTIVE AGREEMENTS AND EMPLOYEES
COVERED IN NOVA SCOTIA,
1984

Economic Activity	Agreements		Employed	
	#	%	#	%
Manufacturing	135	24.0	13,194	33.4
Service	234	41.6	15,010	38.1
Trade	74	13.2	2,884	7.3
Public Administration	77	13.7	2,806	7.1
Transportation, Communication & Other Utilities	24	4.3	4,647	11.8
* Miscellaneous	18	3.2	900	2.3
	562	100.0	39,441	100.0

* Includes those agreements which do not fall into one of the above categories (i.e. Mines, Primary, Agriculture, Finance & Real Estate, etc.). For statistical purposes, they are included in the Industrial Composite section.

SCOPE OF THE DATA

This report is based on 562 collective agreements affecting some 39,441 employees. The data presented herein provides information only on those working conditions covered by collective agreements; it does not apply to working conditions in the non-unionized sector of the economy. As well, it does not provide information on the Agricultural, Forestry, Mining or Construction sectors - information on these sectors may be obtained from the Research Division by special request.

Each collective agreement is coded by staff of the Research Division. The process of translating the information into coded form requires a subjective interpretation. Although most provisions lend themselves to straightforward coding, instances arise where more than one interpretation may prove valid. In such cases staff request clarification from the parties to whom the agreement applies.

Collective agreements often refer to additional documentation that may not accompany the original contract (e.g. reference to a life insurance or pension plan). Where circumstances permit, staff undertake to procure the supplementary information. Where this information is not readily available, the code 'Plan mentioned, no details given' is used. This serves to indicate to the user that further information may exist.

PART I:

INDUSTRIAL COMPOSITE

The Industrial Composite includes industries from the Manufacturing, Service, Trade, Public Administration and Transportation, Communication and Other Utilities sectors. The data in this section is based on 562 collective agreements covering some 39,441 employees.

TABLE 1:

UNION MEMBERSHIP REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No provision regarding union membership as a condition of employment (open shop)	147	26.16	15,766	39.97
Closed shop	40	7.12	1,678	4.25
Union shop	269	47.86	15,393	39.03
Modified union shop (compulsory membership for new employees, maintenance or non-maintenance of membership for others)	72	12.81	5,430	13.77
Maintenance of membership for present and/future employees	25	4.45	610	1.55
Other	9	1.60	564	1.43

TABLE 2:

AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	43	7.65	2,089	5.30
Compulsory for all employees covered by the agreement (Rand Formula)	259	46.09	21,427	54.33
Compulsory only for union members	176	31.32	8,638	21.90
Compulsory for new employees	7	1.25	526	1.33
Voluntary for old employees, compulsory for new (Modified Rand Formula)	19	3.38	3,370	8.54
Voluntary for all employees by the agreement	57	10.14	3,375	8.56
Other	1	0.18	16	0.04

TABLE 3:

TERMS OF AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	57	10.14	3,026	7.67
Irrevocable for one year	2	0.36	23	0.06
Irrevocable for term of agreement	59	10.50	6,796	17.23
Irrevocable for term of agreement and any renewal	10	1.78	3,069	7.78
Revocable at any time	9	1.60	1,161	2.94
Revocable at specified time prior to anniversary date of agreement	7	1.25	519	1.32
Check-off provision exists, but term of authorization not specified	415	73.84	24,834	62.96
Other	3	0.53	13	0.03

TABLE 4:

JURISDICTION OF WORK - EACH TRADE

	Agts		Emps	
	#	%	#	%
No Provision	557	99.11	38,940	98.73
Provision respecting the scope of the work	5	0.89	501	1.27

TABLE 5:

CROSSING OF PICKET LINES

	Agts		Emps	
	#	%	#	%
No Provision	524	93.24	37,571	95.26
Employees have the right to refuse to cross picket lines	28	4.98	1,387	3.52
Employees have the right to refuse to handle hot cargoes	8	1.42	421	1.07
Employees have the right to refuse to cross picket lines and handle hot cargoes	2	0.36	62	0.16

TABLE 6:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
No Provision	70	12.46	5,471	13.87
General statement of management rights	243	43.24	15,349	38.92
Enumerated list of management rights	248	44.13	18,396	46.64
Other	1	0.18	225	0.57

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
No Provision	92	16.37	3,984	10.10
15 calendar days	1	0.18	70	0.18
20 calendar days	1	0.18	28	0.07
28 calendar days	1	0.18	32	0.08
30 calendar days	12	2.14	414	1.05
35 calendar days	2	0.36	93	0.24
40 calendar days	2	0.36	225	0.57
42 calendar days	3	0.53	2,579	6.54
44 calendar days	1	0.18	23	0.06
45 calendar days	12	2.14	1,159	2.94
50 calendar days	1	0.18	35	0.09
60 calendar days	44	7.83	2,686	6.81

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING (Cont'd)

	Agts		Emps	
	#	%	#	%
90 calendar days	24	4.27	1,090	2.76
120 calendar days	1	0.18	101	0.26
25 working days	4	0.71	1,053	2.67
30 working days	33	5.87	2,254	5.71
35 working days	3	0.53	258	0.65
38 working days	2	0.36	222	0.56
40 working days	15	2.67	1,111	2.82
44 working days	1	0.18	30	0.08
45 working days	21	3.74	1,372	3.48
50 working days	7	1.25	458	1.16
55 working days	2	0.36	54	0.14
60 working days	67	11.92	3,755	9.52
65 working days	4	0.71	142	0.36
66 working days	45	8.01	2,635	6.68
70 working days	1	0.18	120	0.30
80 working days	1	0.18	9	0.02
84 working days	1	0.18	20	0.05
88 working days	3	0.53	162	0.41
90 working days	11	1.96	437	1.11
120 working days	1	0.18	318	0.81
130 working days	3	0.53	98	0.25
150 working days	1	0.18	600	1.52
5 weeks	1	0.18	15	0.04
6 weeks	1	0.18	2	0.01
12 weeks	1	0.18	175	0.44
1 month	1	0.74	10	0.03
2 months	5	0.89	172	0.44
3 months	61	10.85	4,915	12.46
4 months	4	0.71	371	0.94
6 months	29	5.16	3,941	9.99
8 months	1	0.18	5	0.01
9 months	1	0.18	5	0.01
10 months	1	0.18	10	0.03
12 months	11	1.96	626	1.59
36 months	3	0.53	985	2.50
Probationary period varies by occupation or classification	9	1.60	207	0.52
Probationary period at management discretion	1	0.18	40	0.10
Provision exists, but length of probationary period not specified or cannot be determined	8	1.42	319	0.81
Other	1	0.18	16	0.04

TABLE 8:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	109	19.40	6,777	17.18
Company-wide seniority	42	7.47	4,497	11.40
Plant-wide seniority-bargaining unit	201	35.77	11,780	29.87
Department seniority	46	8.19	2,455	6.22
Job or occupational classification seniority	14	2.49	549	1.39
Combination of company-wide and plant-wide seniority	3	0.53	720	1.83
Combination of company-wide and department seniority	8	1.42	263	0.67
Combination of company-wide and job or occupational classification seniority	1	0.18	100	0.25
Combination of plant-wide and department seniority	16	2.85	1,551	3.93
Combination of plant-wide and job or classification seniority	11	1.96	765	1.94
Combination of department and job or classification seniority	2	0.36	20	0.05
Combination of company-wide, plant-wide and department seniority	1	0.18	0	0.00
Combination of company-wide, plant-wide and job or classification seniority	3	0.53	187	0.47
Combination of company-wide, department and or job or classification seniority	3	0.53	441	1.12
Combinaion of plant-wide, department and or job or classification seniority	13	2.31	2,322	5.89
Combination of company-wide, plant-wide, department and job or classification seniority	3	0.53	2,949	7.48
Seniority unit not specified or cannot be determined	84	14.95	3,950	10.01
Other	2	0.36	115	0.29

TABLE 9:

SENIORITY FOR EMPLOYEES WITH SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
No Provision	433	77.05	24,151	61.23
Special seniority provision for a limited number of employees with special skills	5	0.89	55	0.14
Special seniority for union officials	16	2.85	1,509	3.83
Retention of union seniority for union officials elected	97	17.26	12,812	32.48
Combination of special seniority with special skills, union officials and union officials elected	11	1.96	914	2.32

TABLE 10:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
No Provision	120	21.35	7,649	19.39
Straight seniority	15	2.67	811	2.06
Seniority taken into account along with other factors such as ability, skill, knowledge and physical fitness	208	37.01	12,878	32.65
Straight seniority if other factors are equal or sufficient	219	38.97	18,103	45.90

TABLE 11:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	78	13.88	4,876	12.36
Straight seniority	100	17.79	6,326	16.04
Seniority taken into account with other factors such as knowledge, skills, ability, training and physical fitness	243	43.24	18,075	45.83
Straight seniority if other factors are equal or sufficient	141	25.09	10,164	25.77

TABLE 12:

SENIORITY - RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
No Provision	95	16.90	6,310	16.00
Straight seniority	88	15.66	5,398	13.69
Seniority taken into account along with other factors such as knowledge, skill, ability, training and physical fitness	247	43.95	18,058	45.78
Straight seniority if other factors are equal or sufficient	132	23.49	9,675	24.53

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS

	Agts		Emps	
	#	%	#	%
No Provision	145	25.80	9,508	24.11
3 months	5	0.89	51	0.13
6 months	91	16.19	4,167	10.57
7 months	3	0.53	399	1.01
8 months	8	1.42	260	0.66
9 months	18	3.20	1,327	3.36

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS (Cont'd)

	Agts		Emps	
	#	%	#	%
10 months	2	0.36	32	0.08
12 months	206	36.65	14,011	35.52
15 months	1	0.18	48	0.12
18 months	10	1.78	758	1.92
21 months	1	0.18	175	0.44
24 months	35	6.23	2,949	7.48
36 months	1	0.18	220	0.56
48 months	1	0.18	124	0.31
72 months	1	0.18	650	1.65
Seniority rights retained for period related to length of service	6	1.07	2,626	6.66
Combination of number of months and length of service	16	2.85	1,114	2.82
Recall rights extended indefinitely	1	0.18	35	0.09
Reference to recall, but no mention of retention of recall or seniority rights	3	0.53	310	0.79
Other	8	1.42	677	1.72

TABLE 14:

CAUSES FOR LOSS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	134	23.84	8,681	22.01
Termination of employment voluntarily	9	1.60	929	2.36
Failure to return to work following notification	5	0.89	1,219	3.09
Combination of discharged for just cause, voluntarily termination and failure to return when notified	400	71.17	28,063	71.15
Sick leave limits exceeded	1	0.18	43	0.11
Lay-off limits exceeded	11	1.96	319	0.81
Other	2	0.36	187	0.47

TABLE 15:

SENIORITY BUMPING

	Agts		Emps	
	#	%	#	%
No Provision	483	85.94	26,445	67.05
Seniority bumping within same department	6	1.07	525	1.33
Seniority bumping within same occupational classification	6	1.07	265	0.67
Combination of bumping within same department or occupational classification	4	0.71	1,059	2.69
Seniority bumping with no restrictions	2	0.36	32	0.08
Seniority bumping with restrictions	39	6.94	7,508	19.04
Seniority bumping within bargaining unit	21	3.74	3,477	8.82
Other	1	0.18	130	0.33

TABLE 16:

RETENTION OF SENIORITY DURING ILLNESS OR ACCIDENT

	Agts		Emps	
	#	%	#	%
No Provision	362	64.41	26,789	67.92
Seniority is retained for a period of up to and including six months	12	2.14	630	1.60
Seniority is retained for more than six months up to and including twelve months	84	14.95	4,953	12.56
Seniority is retained for more than twelve months up to and including eighteen months	9	1.60	533	1.35
Seniority is retained for more than eighteen months up to and including twenty-four months	13	2.31	1,232	3.12
Seniority is retained for more than twenty-four months	3	0.53	462	1.17
Retention is graduated according to length of service	4	0.71	413	1.05
Length not specified or indefinite	66	11.74	4,094	10.38
Not specified in "list of circumstances under which seniority is lost"	6	1.07	235	0.60
Other	3	0.53	100	0.25

TABLE 17:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	289	51.42	19,480	49.39
2 hours	1	0.18	12	0.03
4 hours	1	0.18	350	0.89
8 hours	1	0.18	0	0.00
24 hours	2	0.36	220	0.56
36 hours	2	0.36	320	0.81
48 hours	2	0.36	230	0.58
72 hours	1	0.18	50	0.13
1 calendar day	1	0.18	80	0.20
2 calendar days	2	0.36	12	0.03
3 calendar days	5	0.89	100	0.25
5 calendar days	9	1.60	1,122	2.84
7 calendar days	11	1.96	612	1.55
10 calendar days	3	0.53	41	0.10
14 calendar days	24	4.27	1,697	4.30
15 calendar days	1	0.18	2	0.01
21 calendar days	1	0.18	98	0.25
30 calendar days	35	6.23	2,806	7.11
60 calendar days	2	0.36	1,370	3.47
90 calendar days	1	0.18	63	0.16
2 working days	2	0.36	122	0.31
3 working days	1	0.18	32	0.08
5 working days	28	4.98	1,157	2.93

TABLE 17:

NOTICE OF LAY-OFF (Cont'd)

	Agts		Emps	
	#	%	#	%
7 working days	3	0.53	54	0.14
10 working days	40	7.12	1,907	4.84
15 working days	2	0.36	185	0.47
20 working days	2	0.36	73	0.19
21 working days	1	0.18	6	0.02
1 week	16	2.85	1,492	3.78
2 weeks	17	3.02	1,030	2.61
3 weeks	2	0.36	19	0.05
4 weeks	7	1.25	877	2.22
8 weeks	2	0.36	137	0.35
12 weeks	1	0.18	5	0.01
24 weeks	1	0.18	8	0.02
64 weeks	1	0.18	165	0.42
Length of notice varies with length of service	33	5.87	2,324	5.89
Provision exists, but length of notice not specified or cannot be determined	6	1.07	525	1.33
Other	3	0.53	658	1.67

TABLE 18:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
No Provision	189	33.63	9,390	23.81
24 hours	1	0.18	80	0.20
48 hours	4	0.71	279	0.71
2 calendar days	2	0.36	440	1.12
3 calendar days	20	3.56	802	2.03
4 calendar days	1	0.18	60	0.15
5 calendar days	44	7.83	2,570	6.52
6 calendar days	5	0.89	487	1.23
7 calendar days	23	4.09	1,915	4.86
8 calendar days	1	0.18	120	0.30
10 calendar days	11	1.96	1,330	3.37
14 calendar days	3	0.53	571	1.45
15 calendar days	33	5.87	3,340	8.47
30 calendar days	1	0.18	10	0.03
2 working days	7	1.25	259	0.66
3 working days	35	6.23	2,087	5.29
4 working days	2	0.36	620	1.57
5 working days	48	8.54	4,484	11.37
6 working days	2	0.36	173	0.44
7 working days	6	1.07	2,971	7.53
10 working days	7	1.25	401	1.02

TABLE 18:

POSTING OF JOB VACANCIES (Cont'd)

	Agts		Emps	
	#	%	#	%
11 working days	1	0.18	1,250	3.17
15 working days	2	0.36	63	0.16
1 week	62	11.03	2,335	5.92
2 weeks	7	1.25	704	1.78
7 weeks	1	0.18	4	0.01
Provision exists, but posting period not specified or cannot be determined	44	7.83	2,697	6.84

TABLE 19:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
No Provision	193	34.34	8,276	20.98
Regular rate of the employee	12	2.14	603	1.53
New rate or regular rate of the employee, whichever is the higher at start of transfer	160	28.47	12,882	32.66
New rate or regular rate of the employee, whichever is the higher, only after specified period of time	118	21.00	9,394	23.82
Rate of new occupation, at start of transfer	28	4.98	4,187	10.62
Rate of new occupation, only after specified period of time	12	2.14	1,755	4.45
Other	39	6.94	2,344	5.94

TABLE 20:

INITIAL PRERSENTATION OF EMPLOYEE GRIEVANCE

	Agts		Emps	
	#	%	#	%
No Provision	51	9.07	2,793	7.08
Employee only	108	19.22	6,615	16.77
Union representative only	37	6.58	3,542	8.98
Employee with or without union representative	338	60.14	25,140	63.74
Union only	9	1.60	456	1.16
Grievance committee only	14	2.49	517	1.31
Other	5	0.89	378	0.96

TABLE 21:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION (TIME LIMITS)

	Agts		Emps	
	#	%	#	%
No Provision	93	16.55	7,709	19.55
24 hours	20	3.56	1,304	3.31
48 hours	14	2.49	630	1.60
72 hours	2	0.36	80	0.20
96 hours	4	0.71	177	0.45
2 calendar days	10	1.78	363	0.92
3 calendar days	16	2.85	638	1.62
4 calendar days	3	0.53	98	0.25
5 calendar days	19	3.38	709	1.80
6 calendar days	2	0.36	78	0.20
7 calendar days	26	4.63	1,710	4.34
10 calendar days	39	6.94	2,434	6.17
14 calendar days	6	1.07	493	1.25
15 calendar days	6	1.07	1,043	2.64
20 calendar days	3	0.53	400	1.01
30 calendar days	3	0.53	67	0.17
2 working days	36	6.41	1,350	3.42
3 working days	49	8.72	2,562	6.50
4 working days	6	1.07	350	0.89
5 working days	81	14.41	7,714	19.56
6 working days	3	0.53	113	0.29
7 working days	23	4.09	2,196	5.57
10 working days	36	6.41	3,835	9.72
12 working days	1	0.18	5	0.01
14 working days	7	1.25	77	0.20
15 working days	5	0.89	572	1.45
20 working days	3	0.53	305	0.77
25 working days	1	0.18	400	1.01
30 working days	4	0.71	349	0.88
45 working days	1	0.18	13	0.03
1 week	1	0.18	25	0.06
2 weeks	2	0.36	187	0.47
Not specified explicitly	37	6.58	1,455	3.69

TABLE 22:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
No Provision	384	68.33	26,533	67.27
Number of steps in the grievance is reduced	132	23.49	8,239	20.89
Duration of delays between steps is reduced	10	1.78	853	2.16
Combination of reduction of steps and/or duration of delays reduced	32	5.69	3,731	9.46
Other	4	0.71	85	0.22

TABLE 23:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
No Provision	271	48.22	16,967	43.02
Union officials receive time-off without loss of pay for grievance work during regular hours of work	218	38.79	17,840	45.23
Remuneration is for limited number of hours only	7	1.25	863	2.19
Union officials receive time-off for grievance work, but no indication if such time-off is paid or unpaid	44	7.83	2,136	5.42
Time-off without loss of pay, but does not state whether during working hours or other	15	2.67	754	1.91
Other	7	1.25	881	2.23

TABLE 24:

COMPENSATION IN NEGOTIATIONS OF COLLECTIVE AGREEMENT

	Agts		Emps	
	#	%	#	%
No Provision	347	61.74	21,336	54.10
Compensation for total hours	14	2.49	702	1.78
Compensation limited to regular hours of work	168	29.89	13,812	35.02
Compensation is for a specific number of hours	14	2.49	1,086	2.75
Union officials receive time-off for negotiation of agreement but no indication if paid or unpaid	6	1.07	445	1.13
No compensation	9	1.60	1,211	3.07
Other	4	0.71	849	2.15

TABLE 25:

ARBITRATION - NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
No Provision	43	7.65	2,593	6.57
Single arbitrator	161	28.65	13,425	34.04
Panel/board of arbitration	145	25.80	7,544	19.13
Single or board of arbitration	213	37.90	15,879	40.26

TABLE 26:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
No Provision	158	28.11	8,285	21.01
Appeal of discharge after dismissal	227	40.39	17,224	43.67
Reimbursement if exonerated after suspension	35	6.23	2,092	5.30
Combination of appeal of discharge and reimbursement if exonerated	142	25.27	11,840	30.02

TABLE 27:

NORMAL WORK WEEK - (DAYS)

	Agts		Emps	
	#	%	#	%
No Provision	47	8.36	2,963	7.51
4 days per week	2	0.36	50	0.13
4.5 days per week	1	0.18	70	0.18
5 days per week	382	67.98	25,013	63.42
5.5 days per week	5	0.89	33	0.08
6 days per week	9	1.60	1,321	3.35
7 days per week	7	1.25	25	0.06
Irregular work week	47	8.36	2,321	5.88
Work days vary for different groups of employees	45	8.01	6,865	17.41
Work days vary for different seasons or other periods	3	0.53	50	0.13
Work days not specified or cannot be determined	12	2.14	561	1.42
Other	2	0.36	169	0.43

TABLE 28:

NORMAL DAILY HOURS

	Agts		Emps	
	#	%	#	%
Number of hours not stated	47	8.36	2,846	7.22
6 hours per day	1	0.18	3	0.01
6 hours and 30 minutes per day	1	0.18	740	1.88
7 hours per day	12	2.14	315	0.80
7 hours and 30 minutes per day	59	10.50	4,520	11.46
7 hours and 45 minutes per day	2	0.36	122	0.31
8 hours per day	295	52.50	18,610	47.18
8 hours and 30 minutes per day	3	0.53	35	0.09
9 hours per day	9	1.60	374	0.95
9 hours and 95 minutes per day	1	0.18	73	0.19
10 hours per day	3	0.53	133	0.34
12 hours per day	4	0.71	60	0.15
14 hours per day	1	0.18	150	0.38
Irregular daily hours	34	6.05	2,600	6.59
Daily hours vary for different groups of employees	65	11.57	7,555	19.16
Daily hours vary fo different seasons or other periods	12	2.14	755	1.91
Daily hours change during term of agreement	2	0.36	88	0.22
Number of hours per day not specified or cannot be determined	10	1.78	443	1.12
Other	1	0.18	19	0.05

TABLE 29:

NORMAL WORK WEEK (HOURS)

	Agts		Emps	
	#	%	#	%
Number of hours not stated	47	8.36	2,478	6.28
31 hours per week	3	0.53	8	0.02
32 hours per week	1	0.18	740	1.88
33 hours per week	1	0.18	0	0.00
33 hours and 30 minutes per week	1	0.18	12	0.03
35 hours per week	14	2.49	346	0.88
36 hours per week	2	0.36	73	0.19
37 hours and 30 minutes per week	42	7.48	4,402	11.16
37 hours and 50 minutes per week	2	0.36	40	0.10
38 hours and 45 minutes per week	2	0.36	122	0.31
39 hours per week	3	0.53	638	1.62
40 hours per week	291	51.78	17,654	44.76
42 hours per week	2	0.36	48	0.12
42 hours and 30 minutes per week	3	0.53	35	0.09
43 hours per week	1	0.18	35	0.09
44 hours per week	6	1.07	116	0.29
45 hours per week	9	1.60	529	1.34
48 hours per week	7	1.25	1,263	3.20
56 hours per week	1	0.18	6	0.02
Irregular work hours	44	7.83	2,125	5.39
Weekly hours vary for different groups of employees	64	11.39	7,228	18.33
Weekly hours vary for different seasons or other periods	5	0.89	356	0.90
Weekly hours change during term of agreement	2	0.36	88	0.22
Number of hours per day not specified or cannot be determined	7	1.25	430	1.09
Other	2	0.36	669	1.70

TABLE 30:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
No Provision	556	98.93	38,748	98.24
Five day week, variable starting and quitting time	2	0.36	82	0.21
Compressed work week with stated hours	3	0.53	511	1.30
Short work week in part of the operation	1	0.18	100	0.25

TABLE 31:

NORMAL WEEKLY METHOD OPERATIONS - EMPLOYER

	Agts		Emps	
	#	%	#	%
No Provision	69	12.28	4,376	11.10
1 shift 4 days per week	2	0.36	50	0.13
1 shift 5 days per week	115	20.47	4,157	10.54
1 shift 6 days per week	30	5.34	566	1.44
1 shift 7 days per week	20	3.56	316	0.80
2 shifts 5 days per week	23	4.09	1,057	2.68
2 shifts 6 days per week	14	2.49	1,988	5.04
2 shifts 7 days per week	16	2.85	511	1.30
3 shifts 5 days per week	43	7.65	3,134	7.95
3 shifts 6 days per week	12	2.14	1,273	3.23
3 shifts 7 days per week	208	37.01	21,092	53.48
4 shifts 7 days per week	1	0.18	8	0.02
Other	9	1.60	913	2.31

TABLE 32:

DISTRIBUTION OF WORK DURING SLACK PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	553	98.40	38,928	98.70
Provision with respect to change in hours of work during slack period	3	0.53	207	0.52
Provision with respect to change in type of work during slack period	1	0.18	75	0.19
Combination of change in hours and change in type of work during slack period	1	0.18	11	0.03
Other	4	0.71	220	0.56

TABLE 33:

OVERTIME PAY - AFTER NORMAL DAILY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	85	15.12	4,661	11.82
Straight time followed by a higher rate	7	1.25	138	0.35
Time and one-half	322	57.30	21,804	55.28
Time and one-half followed by a higher rate	130	23.13	12,406	31.45
Double time	5	0.89	203	0.51
Compensation varies for different groups of employees	1	0.18	15	0.04
Other	12	2.14	214	0.54

TABLE 34:

OVERTIME PAY - AFTER NORMAL WEEKLY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	166	29.54	9,902	25.11
Straight time followed by a higher rate	9	1.60	140	0.35
Time and one-half	324	57.65	21,942	55.63
Time and one-half followed by a higher rate	47	8.36	6,393	16.21
Double time	5	0.89	203	0.51
Compensation varies for different groups of employees	1	0.18	15	0.04
Other	10	1.78	846	2.14

TABLE 35:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	246	43.77	14,143	35.86
Straight time and/or equivalent time off in lieu	2	0.36	65	0.16
Time and one-half	221	39.32	17,223	43.67
Time and one-half followed by a higher rate	51	9.07	5,315	13.48
Double time	37	6.58	2,571	6.52
Other	5	0.89	124	0.31

TABLE 36:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	213	37.90	12,522	31.75
Straight time and/or equivalent time off in lieu	3	0.53	110	0.28
Time and one-half	85	15.12	6,910	17.52
Time and one-half followed by a higher rate	16	2.85	2,000	5.07
Double time	238	42.35	17,300	43.86
Other	7	1.25	599	1.52

TABLE 37:

TIME-OFF IN LIEU OF OVERTIME PAY

	Agts		Emps	
	#	%	#	%
No Provision	395	70.28	24,852	63.01
Time-off in lieu of overtime pay	149	26.51	12,088	30.65
Banking of overtime credits for cumulative time of	9	1.60	645	1.64
Combination of time off in lieu and/or banking of overtime credits	9	1.60	1,856	4.71

TABLE 38:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	435	77.40	26,991	68.43
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	28	4.98	4,522	11.47
Employee has the right to refuse overtime as long as he has a sufficient reason to do so	15	2.67	1,032	2.62
Employee has the right to refuse overtime when others are available to do the work	28	4.98	1,284	3.26
Overtime is mandatory in cases of emergency	17	3.02	1,292	3.28
Overtime mandatory-specific provision	11	1.96	1,250	3.17
Right to refuse overtime - specific period of compulsory overtime	7	1.25	1,654	4.19
Right to refuse overtime - special consideration for employees with greater seniority	4	0.71	89	0.23
Overtime is compulsory in special circumstances	13	2.31	1,035	2.62
Other	4	0.14	292	0.74

TABLE 39:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	362	64.41	20,281	51.42
Overtime is equitably distributed among employees on a plant-wide basis	17	3.02	1,018	2.58
Overtime is equitably distributed among employees within a department	13	2.31	1,777	4.51
Overtime is equitably distributed among employees within an occupation and/or wage bracket, etc.	77	13.70	5,142	13.04
Combination of plant-wide, occupation and/or wage bracket, etc.	19	3.38	2,536	6.43
Combination of department, occupation and/or wage bracket, etc.	10	1.78	3,227	8.18
Overtime is equitably distributed but preference on a seniority basis is given to senior employees	30	5.34	3,395	8.61
Overtime is equitably distributed but basis is impossible to determine	27	4.80	1,676	4.25
Other	7	1.25	389	0.99

TABLE 40:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
No Provision	553	98.40	36,114	91.56
$.18 per hour	1	0.18	600	1.52
$.25 per hour	1	0.18	10	0.03
$.65 per hour	1	0.18	40	0.10
$.75 per hour	1	0.18	60	0.15
$3.75 per shift	1	0.18	12	0.03
$6.35 per shift	1	0.18	975	2.47
$6.67 per shift	1	0.18	955	2.42
$6.70 per shift	1	0.18	525	1.33
1.5 time rate of payment	1	0.18	150	0.38

TABLE 41:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
No Provision	546	97.15	32,984	83.63
$.20 per hour	2	0.36	918	2.33
$.24 per hour	1	0.18	60	0.15
$.50 per hour	4	0.71	2,680	6.79
$1.00 per hour	1	0.18	60	0.15
$2.75 per hour	1	0.18	9	0.02
$3.67 per shift	1	0.18	143	0.36
1.5 time rate payment	4	0.71	2,490	6.31
2.0 time rate payment	2	0.36	97	0.25

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	329	58.54	14,859	37.67
$.025	2	0.36	255	0.65
$.035	1	0.18	96	0.24
$.10 per hour	8	1.42	580	1.47
$.12 per hour	3	0.53	598	1.52
$.15 per hour	12	2.14	666	1.69
$.17 per hour	1	0.18	225	0.57
$.18 per hour	2	0.36	450	1.14
$.19 per hour	2	0.36	40	0.10
$.20 per hour	25	4.45	3,756	9.52
$.21 per hour	1	0.18	6	0.02

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT (Cont'd)

	Agts		Emps	
	#	%	#	%
$.24 per hour	1	0.18	23	0.06
$.25 per hour	13	2.31	709	1.80
$.26 per hour	2	0.36	197	0.50
$.28 per hour	4	0.71	393	1.00
$.29 per hour	1	0.18	65	0.16
$.30 per hour	14	2.49	2,161	5.48
$.32 per hour	1	0.18	100	0.25
$.35 per hour	8	1.42	1,501	3.81
$.37 per hour	1	0.18	48	0.12
$.40 per hour	10	1.78	465	1.18
$.45 per hour	1	0.18	12	0.03
$.47 per hour	1	0.18	350	0.89
$.50 per hour	2	0.36	85	0.22
$.55 per hour	3	0.53	253	0.64
$.57 per hour	1	0.18	150	0.38
$.60 per hour	2	0.36	160	0.41
$.65 per hour	1	0.18	0	0.00
$.70 per hour	1	0.18	600	1.52
$1.00 per hour	1	0.18	20	0.05
$1.50 per shift	2	0.36	52	0.13
$1.75 per shift	1	0.18	27	0.07
$1.88 per shift	1	0.18	955	2.42
$2.00 per shift	4	0.71	853	2.16
$2.40 per shift	1	0.18	525	1.33
$2.45 per shift	49	8.72	3,117	7.90
$2.55 per shift	18	3.20	1,423	3.61
$2.70 per shift	1	0.18	975	1.42
$3.00 per shift	3	0.53	562	1.42
$3.68 per shift	8	1.42	862	2.19
$3.71 per shift	1	0.18	112	0.28
$3.75 per shift	1	0.18	12	0.03
$4.90 per shift	2	0.36	116	0.29
$5.10 per shift	1	0.18	36	0.09
$12.00 per week	1	0.18	16	0.04
$16.00 per week	1	0.18	25	0.06
$40.00 per month	1	0.18	25	0.06
3% of wages	1	0.18	30	0.08
8% of wages	1	0.18	17	0.04
10% of wages	2	0.36	28	0.07
15% of wages	1	0.18	18	0.05
Combination of cents per hour and time differential	1	0.18	30	0.08
Provision exists, but amount of premium not specified	2	0.36	386	0.98
Other	4	0.71	416	1.05

TABLE 43:

SHIFT PREMIUM - (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
No Provision	389	69.22	19,945	50.57
$.03 per hour	2	0.36	255	0.65
$0.35 per hour	1	0.18	96	0.24
$.10 per hour	2	0.36	146	0.37
$.12 per hour	1	0.18	35	0.09
$.15 per hour	6	1.07	375	0.95
$.18 per hour	2	0.36	190	0.48
$.19 per hour	1	0.18	400	1.01
$.20 per hour	16	2.85	1,127	2.86
$.21 per hour	1	0.18	6	0.02
$.22 per hour	1	0.18	225	0.57
$.23 per hour	1	0.18	40	0.10
$.24 per hour	4	0.71	223	0.57
$.25 per hour	13	2.31	2,863	7.26
$.30 per hour	13	2.31	1,713	4.34
$.32 per hour	1	0.18	257	0.65
$.33 per hour	1	0.18	0	0.00
$.35 per hour	8	1.42	950	2.41
$.37 per hour	1	0.18	65	0.16
$.40 per hour	8	1.42	724	1.84
$.45 per hour	3	0.53	56	0.14
$.46 per hour	1	0.18	1,250	3.17
$.48 per hour	1	0.18	48	0.12
$.50 per hour	4	0.71	240	0.61
$.55 per hour	1	0.18	55	0.14
$.65 per hour	1	0.18	110	0.28
$.70 per hour	1	0.18	50	0.13
$.75 per hour	2	0.36	198	0.50
$1.00 per hour	2	0.36	52	0.13
$1.50 per shift	1	0.18	40	0.10
$2.00 per shift	4	0.71	862	2.19
$2.40 per shift	1	0.18	525	1.33
$2.43 per shift	1	0.18	955	2.42
$2.45 per shift	39	6.94	2,690	6.82
$2.55 per shift	13	2.31	1,014	2.57
$3.00 per shift	2	0.36	30	0.08
$3.40 per shift	1	0.18	975	2.47
$3.68 per shift	1	0.18	16	0.04
$3.75 per shift	1	0.18	12	0.03
$3.83 per shift	1	0.18	142	0.36
$5.10 per shift	1	0.18	36	0.09
$16.00 per week	1	0.18	25	0.06
$40.00 per month	1	0.18	25	0.06
5% of wages	1	0.18	30	0.08
10% of wages	1	0.18	12	0.03
Provision exists, but amount of premium not specified or cannot be determined	1	0.18	32	0.08
Other	3	0.53	326	0.83

TABLE 44:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	535	95.20	37,137	94.16
$.15 per hour	1	0.18	60	0.15
$.20 per hour	1	0.18	95	0.24
$.24 per hour	1	0.18	35	0.09
$.25 per hour	2	0.36	135	0.34
$.30 per hour	3	0.53	455	1.15
$.65 per hour	1	0.18	14	0.04
$1.50 per shift	6	1.07	549	1.39
$1.70 per shift	3	0.53	595	1.51
$1.75 per shift	1	0.18	27	0.07
$2.00 per shift	2	0.36	141	0.36
$2.45 per shift	1	0.18	67	0.17
$3.50 per shift	1	0.18	30	0.08
$5.00 per shift	1	0.18	0	0.00
5% of wages	1	0.18	68	0.17
Other	2	0.36	33	0.08

TABLE 45:

PREMIUM PAY FOR HAZARDOUS WORK

	Agts		Emps	
	#	%	#	%
No Provision	541	96.26	35,687	90.48
$.035 per hour	1	0.18	96	0.24
$.10 per hour	1	0.53	147	0.37
$.15 per hour	1	0.18	5	0.01
$.20 per hour	2	0.36	185	0.47
$.25 per hour	1	0.18	85	0.22
$.30 per hour	1	0.18	600	1.52
$.50 per hour	4	0.71	877	2.22
$.75 per hour	1	0.18	40	0.10
$.85 per hour	1	0.18	20	0.05
$1.00 per hour	2	0.36	194	0.49
10% of wages	1	0.18	0	0.00
1.13 time differential	1	0.18	220	0.56
1.5 time differential	1	0.18	1,250	3.17
Combination of cents per hour and time differential	1	0.18	35	0.09

TABLE 46:

PREMIUM PAY FOR DIRTY WORK

	Agts		Emps	
	#	%	#	%
No Provision	542	96.44	35,458	89.90
$.10 per hour	2	0.36	122	0.31
$.15 per hour	2	0.36	1,394	3.53
$.20 per hour	2	0.36	190	0.48
$.25 per hour	1	0.18	350	0.89
$.30 per hour	3	0.53	990	2.51
$.35 per hour	1	0.18	300	0.76
$.40 per hour	1	0.18	175	0.44
$.50 per hour	1	0.18	19	0.05
$.60 per hour	1	0.18	50	0.13
$.65 per hour	2	0.36	122	0.31
$1.00 per hour	1	0.18	12	0.03
1.25 time differential	1	0.18	220	0.56
Other	2	0.36	39	0.10

TABLE 47:

PAY GUARANTEES - GUARANTEED EMPLOYMENT OR EARNINGS

	Agts		Emps	
	#	%	#	%
No Provision	530	94.31	37,648	95.45
More than one days work but less than one week or equivalent wage guarantee	2	0.36	112	0.28
Weekly work or wage guarantee	30	5.34	1,681	4.26

TABLE 48:

REPORTING PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	378	67.26	22,708	57.57
One hour of work	5	0.89	86	0.22
Two hours of work	17	3.02	2,092	5.30
Three hours of work	12	2.14	1,453	3.68
Four hours of work	83	14.77	6,615	16.77
Six hours of work	2	0.36	269	0.68
Seven hours of work	1	0.18	60	0.15
Eight hours of work	25	4.45	1,014	2.57
Guarantee varies depending on whether or not employee is put to work	13	2.31	3,095	7.85
Guarantee varies for different groups of employees	2	0.36	42	0.11
Other	24	4.27	2,007	5.09

TABLE 49:

CALL-IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	151	26.87	6,525	16.54
Straight time for 0 hours followed by double time	1	0.18	60	0.15
Straight time for 2 hours	4	0.71	408	1.03
Straight time for 2 hours followed by straight time	1	0.18	13	0.03
Straight time for 3 hours	35	6.23	1,410	3.57
Straight time for 3 hours followed by time and one-half	7	1.25	1,079	2.74
Straight time for 3 hours followed by applicable overtime rate	6	1.07	529	1.34
Straight time for 4 hours	97	17.26	7,082	17.96
Straight time for 4 hours followed by straight time	1	0.18	70	0.18
Straight time for 4 hours followed by time and one-half	48	8.54	5,094	12.92
Straight time for 4 hours followed by double time	2	0.36	42	0.11
Straight time for 4 hours followed by applicable overtime rate	63	11.21	6,147	15.59
Straight time for 5 hours followed by time and one-half	2	0.36	353	0.90
Straight time for 6 hours	3	0.53	367	0.93
Straight time for 6 hours followed by time and one-half	3	0.53	463	1.17
Time and one-half for 2 hours	8	1.42	187	0.47
Time and one-half for 2 hours followed by time and one-half	1	0.18	98	0.25
Time and one-half for 3 hours	29	5.16	1,142	2.90
Time and one-half for 4 hours	25	4.45	2,824	7.16
Time and one-half for 4 hours followed by straight time	1	0.18	257	0.65
Time and one-half for 4 hours followed by applicable overtime rate	1	0.18	415	1.05
Double time for 3 hours	1	0.18	60	0.15
Double time for 4 hours	3	0.53	215	0.55
Double time for 5 hours	1	0.18	27	0.07
Applicable overtime rate for 0 hours	9	1.60	404	1.02
Applicable overtime rate for 2 hours	11	1.96	324	0.82
Applicable overtime rate for 3 hours	15	2.67	1,639	4.16
Applicable overtime rate for 4 hours	24	4.27	1,805	4.58
Applicable overtime rate for 4 hours followed by the applicable overtime rate	4	0.71	210	0.53
Other	5	0.89	192	0.49

TABLE 50:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
No Provision	452	80.43	29,715	75.34
Two hours pay or less	3	0.53	164	0.42
More than two hours pay but less than four	2	0.36	136	0.34
More than four hours pay	7	1.25	1,936	4.91

TABLE 50:

STAND-BY PAY (Cont'd)

	Agts		Emps	
	#	%	#	%
Flat amount per hour	3	0.53	160	0.41
Flat amount per day	70	12.46	5,283	13.39
Percentage of hourly rate	1	0.18	400	1.01
Stand by at applicable overtime rate	1	0.18	62	0.16
Other	23	4.09	1,585	4.02

TABLE 51:

PAY GUARANTEE DURING MACHINERY BREAKDOWNS OR ADVERSE WEATHER CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	518	92.17	34,679	87.93
Compensation for full shift - machinery breakdown	1	0.18	100	0.25
Compensation for full shift - weather conditions	13	2.31	1,129	2.86
Compensation for one-half shift - machinery breakdown	2	0.36	180	0.46
Compensation for one-half shift - weather conditions	5	0.89	89	0.23
Combination for full shift - machinery breakdown and weather conditions	1	0.18	120	0.30
Combination for one-half shift - machinery breakdown and weather conditions	6	1.07	710	1.80
Other	16	2.85	2,434	6.17

TABLE 52:

TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
No Provision	469	83.45	30,087	76.28
Paid travel time	4	0.71	2,315	5.87
Paid transportation or allowance	88	15.66	7,030	17.82
Other	1	0.18	9	0.02

TABLE 53:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	549	97.69	37,604	95.34
Paid travel time	3	0.53	66	0.17
Paid transportation or allowance	10	1.78	1,771	4.49

TABLE 54:

TRAVEL ALLOWANCE OR TRANSPORTATION - SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
No Provision	512	91.10	31,980	81.08
Paid travel time	6	1.07	2,132	5.41
Paid transportation or allowance	44	7.83	5,329	13.51

TABLE 55:

TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	481	85.59	30,128	76.09
Travel pay provision	4	0.71	218	0.55
Meal allowance	6	1.07	221	0.56
Transportation allowance	11	1.96	660	1.67
Any combination of travel pay, meal, lodging, transportation and/or daily allowance	59	10.50	8,180	20.74
Other	1	0.18	150	0.38

TABLE 56:

MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	Agts		Emps	
	#	%	#	%
No Provision	519	92.35	36,988	93.78
$.10 per mile	2	0.36	76	0.19
$.23 per mile	1	0.18	95	0.24
$.25 per mile	1	0.18	73	0.19
$.26 per mile	2	0.36	64	0.16
$.27 per mile	10	1.78	610	1.55
$.28 per mile	1	0.18	16	0.04
$.29 per mile	1	0.18	35	0.09
$.30 per mile	6	1.07	693	1.76
$.32 per mile	2	0.36	34	0.09
$.34 per mile	3	0.53	48	0.12
$.35 per mile	2	0.36	160	0.41
$.39 per mile	1	0.18	6	0.02
$.45 per mile	1	0.18	16	0.04
$.48 per mile	1	0.18	5	0.01
Varies with distance	1	0.18	28	0.07
Other	8	1.42	494	1.25

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
No Provision	44	7.83	2,810	7.12
5 full holidays	4	0.71	38	0.10
6 full holidays	5	0.89	288	0.73
7 full holidays	3	0.53	58	0.15
8 full holidays	21	3.74	3,485	8.84
9 full holidays	87	15.48	3,706	9.40
9 full holidays and 1 half holiday	6	1.07	173	0.44
10 full holidays	120	21.35	7,372	18.69
10 full holidays and 1 half holiday	14	2.49	762	1.93
10 full holidays and 2 half holidays	5	0.89	118	0.30
11 full holidays	196	34.88	15,491	39.28
11 full holidays and 1 half holiday	13	2.31	2,504	6.35
11 full holidays and 2 half holidays	6	1.07	58	0.15
11 full holidays and 3 half holidays	1	0.18	29	0.07
12 full holidays	22	3.91	1,431	3.63
12 full holidays and 1 half holidays	2	0.36	43	0.11
12 full holidays and 2 half holidays	5	0.89	189	0.48
12 full holidays and 3 half holidays	1	0.18	20	0.05
13 full holidays	4	0.71	690	1.75
14 full holidays	1	0.18	162	0.41
17 full holidays	1	0.18	12	0.03
Provision exists but number of paid holidays not specified or cannot be determined	1	0.18	2	0.01

TABLE 58:

ELIGIBILITY FOR PAID HOLIDAYS - MINIMUM SERVICE

	Agts		Emps	
	#	%	#	%
No Provision	482	85.77	33,472	84.87
15 calendar days	1	0.18	46	0.12
30 calendar days	22	3.91	1,943	4.93
45 calendar days	2	0.36	163	0.41
60 calendar days	4	0.71	243	0.62
90 calendar days	1	0.18	11	0.03
5 working days	2	0.36	273	0.69
10 working days	3	0.53	160	0.41
15 working days	10	1.78	483	1.22
20 working days	1	0.18	0	0.00
30 working days	12	2.14	608	1.54
38 working days	1	0.18	60	0.15
45 working days	1	0.18	54	0.14
60 working days	4	0.71	632	1.60
65 working days	1	0.18	60	0.15

TABLE 58:

ELIGIBILITY FOR PAID HOLIDAYS - MINIMUM SERVICE (Cont'd)

	Agts		Emps	
	#	%	#	%
4 weeks	6	1.07	188	0.48
8 weeks	2	0.36	330	0.84
12 weeks	4	0.71	583	1.48
26 weeks	1	0.18	50	0.31
Provision exists, but length of service required not specified or cannot be determined	1	0.18	12	0.03
Other	1	0.18	70	0.18

TABLE 59:

WORK PERFORMANCE FOR PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	244	43.42	13,875	35.18
Employee must have worked the last scheduled working day before	3	0.53	722	1.83
Employee must have worked the next scheduled working day after	2	0.36	20	0.05
Employee must have worked both the last working day before and the next working day after	298	53.02	23,468	59.50
Employee must have worked either the last working day before or the next working day after	4	0.71	233	0.59
Must work specified length of time during the week, pay period, etc. prior to or in week holiday falls	8	1.42	907	2.30
Other	3	0.53	216	0.55

TABLE 60:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	312	55.52	19,229	48.75
No working day off with pay or no extra days pay	7	1.25	256	0.65
Working day off with pay	61	10.85	5,126	13.00
Extra days pay	17	3.02	2,004	5.08
Working day off or extra days pay	48	8.54	4,011	10.17
Provision applies to some of the paid statutory holidays or general holidays only	3	0.53	177	0.45
Observe on following Monday, preceding Friday or day proclaimed by government	110	19.57	8,383	21.25
Other	4	0.71	256	0.65

TABLE: 61

PAID HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	277	49.29	17,445	44.23
No working day off with pay or no extra days pay	7	1.25	256	0.65
Working day off with pay	58	10.32	4,842	12.28
Extra days pay	15	2.67	529	1.34
Working day off or extra days pay	38	6.76	3,092	7.84
Provision applies to some of the paid statutory holidays or general holidays only	4	0.71	277	0.70
Observe on following Monday, preceding Friday or day proclaimed by government	159	28.29	12,744	32.31
Other	4	0.71	256	0.65

TABLE 62:

PREMIUM RATES FOR PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	104	18.51	5,998	15.21
Straight time	72	12.81	3,725	9.44
Straight time followed by time and one-half	3	0.53	87	0.22
Straight time followed by time and one-half, followed by double time	1	0.18	94	0.24
Time and one-half	168	29.89	11,240	28.50
Time and one-half followed by double time	9	1.60	833	2.11
Double time followed by double time and one-half	4	0.71	1,268	3.21
Double time	188	33.45	14,168	35.92
Double time followed by triple time	1	0.18	257	0.65
Provision exists, but amount of pay not specified or cannot be determined	1	0.18	62	0.16
Other	11	1.96	1,709	4.33

TABLE 63:

NUMBER OF NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	549	97.69	37,306	94.59
1 full holiday	5	0.89	1,592	4.04
3 full holidays	7	1.25	243	0.61
Provision exists, but number of paid holidays not specified or cannot be determined	1	0.18	300	0.76

TABLE 64:

PREMIUM RATES FOR NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	550	97.86	37,411	94.85
Straight time	8	1.42	1,622	4.11
Time and one-half	1	0.18	300	0.76
Double time	3	0.53	108	0.27

TABLE 65:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
No Provision	168	29.89	12,388	31.41
Shut down of plant during vacation period	6	1.07	134	0.34
Any provision conferring any right for the employee to select his vacation	366	65.12	24,247	61.48
Combination of shut down and/or any right for the employee to select his vacation	18	3.20	2,292	5.81
Shut down of the plant at employer option	4	0.71	380	0.96

TABLE 66:

PAID VACATIONS - THREE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	76	13.52	4,145	10.51
1 year of service	166	29.54	11,030	27.97
2 years of service	21	3.74	2,268	5.75
3 years of service	39	6.94	2,552	6.47
4 years of service	38	6.76	3,910	9.91
5 years of service	174	30.96	12,958	32.85
6 years of service	13	2.31	1,343	3.41
7 years of service	7	1.25	481	1.22
8 years of service	8	1.42	195	0.49
9 years of service	2	0.36	87	0.22
10 years of service	9	1.60	180	0.46
12 years of service	1	0.18	20	0.05
15 years of service	1	0.18	0	0.00
Length of service varies for different groups of employees	2	0.36	20	0.05
Length of service specified as hours, shifts, days or weeks worked	5	0.89	252	0.64

TABLE 67:

PAID VACATIONS - FOUR WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	94	16.73	4,266	10.82
1 year of service	13	2.31	1,068	2.71
2 years of service	2	0.36	128	0.32
4 years of service	42	7.47	2,971	7.53
5 years of service	34	6.05	1,276	3.24
6 years of service	2	0.36	34	0.09
7 years of service	8	1.42	310	0.79
8 years of service	22	3.91	979	2.48
9 years of service	25	4.45	2,979	7.55
10 years of service	133	23.67	9,103	23.08
11 years of service	17	3.02	1,825	4.63
12 years of service	60	10.68	7,745	19.64
13 years of service	24	4.27	1,279	3.24
14 years of service	8	1.42	754	1.91
15 years of service	46	8.19	3,145	7.97
16 years of service	6	1.07	164	0.42
17 years of service	5	0.89	465	1.18
18 years of service	4	0.71	163	0.41
20 years of service	7	1.25	432	1.10
25 years of service	5	0.89	36	0.09
Length of service varies for different groups of employees	3	0.53	147	0.37
Length of service specified as hours, shifts, days or weeks worked	2	0.36	172	0.44

TABLE 68:

PAID VACATIONS - FIVE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	259	46.09	12,539	31.79
5 years of service	1	0.18	96	0.24
10 years of service	12	2.14	327	0.83
12 years of service	9	1.60	190	0.48
13 years of service	1	0.18	73	0.19
14 years of service	2	0.36	203	0.51
15 years of service	22	3.91	1,090	2.76
16 years of service	3	0.53	766	1.94
17 years of service	5	0.89	316	0.80
18 years of service	88	15.66	6,291	15.95
19 years of service	2	0.36	23	0.06
20 years of service	91	16.19	9,118	23.12
21 years of service	13	2.31	2,892	7.33
22 years of service	19	3.38	804	2.04
23 years of service	8	1.42	1,044	2.65

TABLE 68:

PAID VACATIONS - FIVE WEEKS (Cont'd)

	Agts		Emps	
	#	%	#	%
24 years of service	4	0.71	640	1.62
25 years of service	16	2.85	2,580	6.54
26 years of service	1	0.18	36	0.09
28 years of service	1	0.18	13	0.03
30 years of service	3	0.53	373	0.95
Length of service varies for different groups of employees	1	0.18	5	0.01
Length of service specified as hours, shifts, days or weeks worked	1	0.18	22	0.06

TABLE 69:

PAID VACATIONS - SIX WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	497	88.43	30,643	77.69
6 years of service	1	0.18	48	0.12
15 years of service	1	0.18	11	0.03
18 years of service	1	0.18	80	0.20
20 years of service	15	2.67	688	1.74
25 years of service	12	2.14	1,938	4.91
27 years of service	8	1.42	1,083	2.75
28 years of service	1	0.18	257	0.65
29 years of service	1	0.18	5	0.01
30 years of service	20	3.56	4,241	10.75
33 years of service	1	0.18	32	0.08
35 years of service	4	0.71	415	1.05

TABLE 70:

PAID VACATIONS - SEVEN WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	547	97.33	35,451	89.88
2 years of service	1	0.18	40	0.10
20 years of service	1	0.18	6	0.02
25 years of service	4	0.71	155	0.39
31 years of service	2	0.36	900	2.28
35 years of service	6	1.07	2,827	7.17
45 years of service	1	0.18	62	0.16

TABLE 71:

PAID VACATIONS - EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	558	99.29	39,368	99.81
30 years of service	3	0.53	11	0.03
55 years of service	1	0.18	62	0.16

TABLE 72:

PAID VACATION MORE THAN EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	559	99.47	39,430	99.97
Other	3	0.53	11	0.03

TABLE 73:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	389	69.22	24,042	60.96
With limit	37	6.58	5,704	14.46
Without limit	3	0.53	736	1.87
Carry-over specifically prohibited	129	22.95	8,648	21.93
Other	4	0.71	311	0.79

TABLE 74:

EXTENDED VACATION PLANS

	Agts		Emps	
	#	%	#	%
No Provision	535	95.20	35,332	89.58
Vacation extended at regular intervals of years service	3	0.53	152	0.39
Vacation extended in certain anniversary employment years	6	1.07	211	0.53
Vacation extended if regular allowance taken in specified period of time of year	9	1.60	2,650	6.72
Vacation extended for employees of pre-retirment age	4	0.71	762	1.93
Other	5	0.89	334	0.85

TABLE 75:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
No Provision	521	92.70	33,979	86.15
Provision for vacation bonus	15	2.67	3,505	8.89
Provision for year end bonus or Christmas bonus	25	4.45	1,935	4.91
Other	1	0.18	22	0.06

TABLE 76:

STATUTORY HOLIDAYS FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
No Provision	210	37.37	12,486	31.66
Another working day off with pay	246	43.77	18,541	47.01
Extra days pay	21	3.74	774	1.96
Either working day off with pay or extra days pay	84	14.95	7,572	19.20
Other	1	0.18	68	0.17

TABLE 77:

PAY IN LIEU OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	522	92.88	36,211	91.81
Provision exists	40	7.12	3,230	8.19

TABLE 78:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	60	10.68	3,178	8.06
1 day	2	0.36	17	0.04
2 days	10	1.78	778	1.97
3 days	223	39.68	16,751	42.47
4 days	40	7.12	2,130	5.40
5 days	171	30.43	10,680	27.08
6 days	2	0.36	12	0.03
7 days	1	0.18	48	0.12
Not specified or cannot be determined	8	1.42	1,269	3.22
Other	45	8.01	4,578	11.61

TABLE 79:

PAID LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	229	40.75	16,732	42.42
1 day	209	37.19	12,757	32.34
2 days	16	2.85	1,038	2.63
3 days	80	14.23	5,210	13.21
Not specified or cannot be determined	5	0.89	273	0.69
Other	23	4.09	3,431	8.70

TABLE 80:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
No Provision	550	97.86	38,815	98.41
1 day	5	0.89	124	0.31
2 days	3	0.53	236	0.60
3 days	4	0.71	266	0.67

TABLE 81:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL)

	Agts		Emps	
	#	%	#	%
No Provision	534	95.02	35,416	89.79
1 day	18	3.20	1,803	4.57
2 days	7	1.25	1,247	3.16
3 days	1	0.18	125	0.32
4 days	1	0.18	200	0.51
Not specified or cannot be determined	1	0.18	650	1.65

TABLE 82:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
No Provision	493	87.72	32,811	83.19
2 days	2	0.36	112	0.28
5 days	7	1.25	577	1.46
28 days	1	0.18	150	0.38
30 days	1	0.18	67	0.17
35 days	2	0.36	113	0.29

TABLE 82:

PAID LEAVE OF ABSENCE - ADOPTION (Cont'd)

	Agts		Emps	
	#	%	#	%
42 days	1	0.18	170	0.43
70 days	1	0.18	40	0.10
90 days	5	0.89	109	0.28
Additional weeks if required	37	6.58	4,008	10.16
Provision exists, but not specified or cannot be determined if paid or unpaid	10	1.78	1,124	2.85
Other	2	0.36	160	0.41

TABLE 83:

PAID JURY DUTY

	Agts		Emps	
	#	%	#	%
No Provision	256	45.55	12,356	31.33
Employee receives regular pay plus jury duty fees	1	0.18	7	0.02
Employee receives the difference between regular pay and jury fees	263	46.80	21,054	53.38
Employee receives part of the difference between regular pay and jury fees	7	1.25	352	0.89
Employee receives a fixed amount	6	1.07	386	0.98
Employee receives regular pay	18	3.20	4,604	11.67
Provision exists, but amount of pay not specified or cannot be determined	4	0.71	275	0.70
Other	7	1.25	407	1.03

TABLE 84:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
No Provision	438	77.94	29,403	74.55
Employee receives regular pay	33	5.87	2,654	6.73
Employee receives a percentage of regular pay	1	0.18	650	1.65
Provision exists, but no mention whether leave is paid or unpaid	8	1.42	797	2.02
Unpaid leave of absence	52	9.25	3,538	8.97
Leave of absence for writing examinations, whether paid or unpaid	24	4.27	2,174	5.51
Other	6	1.07	225	0.57

TABLE 85:

SABBATICAL LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	557	99.11	38,307	97.12
Leave paid	5	0.89	1,134	2.88

TABLE 86:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	182	32.38	13,731	34.81
Provision for unpaid leave of absence	310	55.16	21,047	53.36
Provision for paid leave of absence (whole or in part)	40	7.12	3,459	8.77
Provision for leave of absence, but not mentioned if paid or unpaid	28	4.98	1,153	2.92
Full time union job - unpaid	1	0.18	40	0.10
Other	1	0.18	11	0.03

TABLE 87:

LEAVE OF ABSENCE FOR PERSONAL REASONS - UNPAID

	Agts		Emps	
	#	%	#	%
No Provision	242	43.06	18,413	46.68
1 month	11	1.96	634	1.61
2 months	4	0.71	270	0.68
3 months	22	3.91	1,360	3.45
4 months	1	0.18	30	0.08
6 months	15	2.67	570	1.45
9 months	1	0.18	135	0.34
12 months	12	2.14	775	1.96
24 months	1	0.18	38	0.10
36 months	1	0.18	165	0.42
Less than one month	25	4.45	2,237	5.67
Unspecified or cannot be determined	226	40.21	14,806	37.54
Other	1	0.18	8	0.02

TABLE 88:

REHABILITATION - ALCOHOLISM/DRUGS

	Agts		Emps	
	#	%	#	%
No Provision	436	77.58	28,052	71.12
Provision	126	22.42	11,389	28.88

TABLE 89:

MATERNITY LEAVE - SERVICE REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No Provision	372	66.19	26,344	66.79
1 month of service the employee must complete to qualify for maternity leave	3	0.53	173	0.44
6 months of service the employee must complete to qualify for maternity leave	7	1.25	458	1.16
9 months of service the employee must complete to qualify for maternity leave	4	0.71	770	1.95
10 months of service the employee must complete to qualify for maternity leave	2	0.36	65	0.16
12 months of service the employee must complete to qualify for maternity leave	164	29.18	10,858	27.53
Provision exists, but length of service required not specified or cannot be determined	6	1.07	482	1.22
Other	4	0.71	291	0.74

TABLE 90:

MATERNITY LEAVE - LENGTH OF

	Agts		Emps	
	#	%	#	%
No Provision	328	58.36	21,220	53.80
6 weeks granted for maternity leave	1	0.18	95	0.24
12 weeks granted for maternity leave	3	0.53	280	0.71
15 weeks granted for maternity leave	1	0.18	350	0.89
16 weeks granted for maternity leave	5	0.89	100	0.25
17 weeks granted for maternity leave	95	16.90	6,254	15.86
20 weeks granted for maternity leave	34	6.05	2,412	6.12
21 weeks granted for maternity leave	2	0.36	65	0.16
22 weeks granted for maternity leave	2	0.36	242	0.61
23 weeks granted for maternity leave	1	0.18	27	0.07
24 weeks granted for maternity leave	12	2.14	922	2.34
26 weeks granted for maternity leave	18	3.20	1,075	2.73
27 weeks granted for maternity leave	1	0.18	169	0.43
28 weeks granted for maternity leave	36	6.41	2,507	6.36
32 weeks granted for maternity leave	3	0.53	308	0.78
35 weeks granted for maternity leave	1	0.18	195	0.49
36 weeks granted for maternity leave	4	0.71	112	0.28
52 weeks granted for maternity leave	9	1.60	2,909	7.38
Provision exists, but length of leave not specified or cannot be determined	5	0.89	64	0.16
Other	1	0.18	135	0.34

TABLE 91:

MATERNITY LEAVE - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	348	61.92	22,359	56.69
Seniority retained up to time maternity leave begins	163	29.00	13,930	35.32
Seniority accumulates during entire maternity leave	34	6.05	2,044	5.18
Seniority forfeited after a certain length of time	2	0.36	45	0.11
Seniority accumulated up to a certain period then retained afterwards	4	0.71	572	1.45
Provision exists, but no reference to seniority status	7	1.25	171	0.43
Other	4	0.71	320	0.81

TABLE 92:

MATERNITY LEAVE - PAY

	Agts		Emps	
	#	%	#	%
No Provision	360	64.06	23,447	59.45
Leave of absence without loss of pay	11	1.96	1,347	3.42
Leave of absence with loss of pay	170	30.25	13,073	33.15
Combination of with and without loss of pay	1	0.18	5	0.01
Leave of absence - weekly indemnity or group insurance plan	2	0.36	70	0.18
Unemployment insurance maternity benefits only	15	2.67	1,298	3.29
Provision mentioned, details not specified cannot be determined	2	0.36	66	0.17
Other	1	0.18	135	0.34

TABLE 93:

MEAL ALLOWANCE - (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	307	54.63	17,834	45.22
$1.00 for meal allowance	4	0.71	245	0.62
$1.60 for meal allowance	1	0.18	42	0.11
$2.00 for meal allowance	1	0.18	14	0.04
$2.25 for meal allowance	1	0.18	83	0.21
$2.50 for meal allowance	2	0.36	116	0.29
$2.75 for meal allowance	1	0.18	49	0.12
$3.00 for meal allowance	1	0.18	73	0.19
$3.50 for meal allowance	2	0.36	22	0.06
$3.75 for meal allowance	3	0.53	83	0.21
$4.00 for meal allowance	5	0.89	825	2.09
$4.50 for meal allowance	3	0.53	78	0.20
$4.75 for meal allowance	1	0.18	25	0.06

TABLE 93:

MEAL ALLOWANCE - (CASH OR MEAL) AND/OR PAID MEAL PERIOD (Cont'd)

	Agts		Emps	
	#	%	#	%
$5.00 for meal allowance	4	0.71	473	1.20
$5.75 for meal allowance	1	0.18	3	0.01
$6.00 for meal allowance	2	0.36	241	0.61
$6.75 for meal allowance	1	0.18	35	0.09
$25.20 for meal allowance	1	0.18	70	0.18
Paid meal period	53	9.43	2,343	5.94
Combination of meal allowance and/or paid meal period	5	0.89	302	0.77
Employee works beyond his scheduled hours or for special circumstances	155	27.58	16,085	40.78
Provision exists, but no details given	4	0.71	148	0.38
Other	4	0.71	252	0.64

TABLE 94:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
No Provision	517	91.99	34,628	87.80
One period of 5 minutes duration	11	1.96	985	2.50
One period of 10 minutes duration	8	1.42	1,062	2.69
One period of 15 minutes duration	3	0.53	395	1.00
One period of 30 minutes duration	1	0.18	228	0.58
Two periods of 2 minutes duration	1	0.18	0	0.00
Two periods of 5 minutes duration	14	2.49	368	0.93
Two periods of 15 minutes duration	1	0.18	23	0.06
Two periods of 20 minutes duration	1	0.18	125	0.32
Two periods of 30 minutes duration	1	0.18	120	0.30
One period of 5 minutes at mid shift meal and one period of 10 minutes at end of shift	1	0.18	1,250	3.17
Time not specified	2	0.36	37	0.09
Other	1	0.18	220	0.56

TABLE 95:

REST PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	239	42.53	17,187	43.58
One a day 10 minutes	4	0.71	155	0.39
Once a day 15 minutes	2	0.36	134	0.34
Once a day 20 minutes	3	0.53	88	0.22
Twice a day 18 minutes	1	0.18	5	0.01
Twice a day 20 minutes	61	10.85	3,641	9.23
Twice a day 25 minutes	1	0.18	24	0.06

TABLE 95:

REST PERIOD (Cont'd)

	Agts		Emps	
	#	%	#	%
Twice a day 30 minutes	188	33.45	13,767	34.91
Twice a day 35 minutes	1	0.18	50	0.13
Twice a day 40 minutes	5	0.89	235	0.60
Twice a day 60 minutes	4	0.71	177	0.45
Three times a day 30 minutes	9	1.60	532	1.35
Three times a day 36 minutes	1	0.18	257	0.65
Three times a day 45 minutes	29	5.16	2,092	5.30
Three times a day 60 minutes	1	0.18	220	0.56
Time not stated, or cannot be determined	10	1.78	236	0.60
Other	3	0.53	641	1.63

TABLE 96:

CLOTHING AND UNIFORMS

	Agts		Emps	
	#	%	#	%
No Provision	317	56.41	23,763	60.25
Work clothing and uniform provided by employer at no cost to employee	124	22.06	6,953	17.63
Work clothing and uniform provided at some cost to the employee	19	3.38	795	2.02
Work clothing replaced at no cost to employee	3	0.53	26	0.07
Work clothing replaced at some cost to employee	1	0.18	120	0.30
Monetary allowance provided for purchase of work clothing	15	2.67	1,136	2.88
Provided and replaced by employer	33	5.87	2,366	6.00
Combination of at no cost, some cost, replaced no cost, some cost, monetary allowance, provided and replaced	47	8.36	4,130	10.47
Provision exists, details not specified or cannot be determined	3	0.53	152	0.39

TABLE 97:

SAFETY AND PROTECTIVE CLOTHING

	Agts		Emps	
	#	%	#	%
No Provision	297	52.85	16,921	42.90
Safety equipment supplied at no cost to employee	152	27.05	10,281	26.07
Safety equipment supplied at some cost to employee	7	1.25	519	1.32
Monetary allowance provided for purchase of safety equipment	22	3.91	1,925	4.88
Provided and replaced by employer	24	4.27	3,132	7.94
Safety equipment supplied/no cost/some cost/monetary allowance/replacement/some cost/no cost	55	9.79	6,466	16.39
Provision exists, no details given	5	0.89	197	0.50

TABLE 98:

ALLOWANCE FOR TOOLS

	Agts		Emps	
	#	%	#	%
No Provision	490	87.19	32,803	83.17
Tools supplied at no cost to employee	32	5.69	1,575	3.99
Tools replaced at some cost to employee	1	0.18	45	0.11
Tools replaced at no cost to employee	3	0.53	425	1.08
Monetary allowance provided for purchase of tools	19	3.38	1,603	4.06
Provided and replaced by employer	12	2.14	1,368	3.47
Combination of supplied at no cost, some cost, replaced at no cost, some cost, allowance for, provided & replaced	5	0.89	1,622	4.11

TABLE 99:

TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	385	68.51	21,745	55.13
Training on the job	95	16.90	6,362	16.13
Apprenticeship program	27	4.80	5,007	12.69
Tuition and financial assistance	10	1.78	1,009	2.56
Combination of training on the job and/or apprenticeship program	12	2.14	802	2.03
Combination of training on the job and/or tuition and financial assistance	14	2.49	2,050	5.20
Combination of apprenticeship program and/or tuition and financial assistance	3	0.53	45	0.11
Combintion of training on the job, apprenticeship program and/or tuition and financial assistance	10	1.78	2,041	5.17
Provision exists, but no details given	6	1.07	380	0.96

TABLE 100:

HEALTH AND/OR SAFETY COMMITTEES

	Agts		Emps	
	#	%	#	%
No Provision	250	44.48	12,537	31.79
Provision exists for safety program	165	29.36	10,462	26.53
Safety committee	88	15.66	9,513	24.12
Pay for safety committee	6	1.07	252	0.64
Combination of safety program, safety committee and/or pay for safety committee	50	8.90	6,606	16.75
Provision exists, no details given	3	0.53	71	0.18

TABLE 101:

ATTENDANCE OR CONTINUOUS SERVICE BONUS (LONGEVITY PAY)

	Agts		Emps	
	#	%	#	%
No Provision	524	93.24	36,449	92.41
$.09 per hour	1	0.18	40	0.10
$.10 per hour	1	0.18	15	0.04
$.25 per hour	1	0.18	156	0.40
$.45 per hour	1	0.18	70	0.18
$1.80 per hour	1	0.18	20	0.05
$20.00 per year	1	0.18	141	0.36
$150.00 per year	1	0.18	83	0.21
$180.00 per year	12	2.14	1,245	3.16
$240.00 per year	1	0.18	27	0.07
$250.00 per year	1	0.18	73	0.19
$300.00 per year	2	0.36	122	0.31
$400.00 per year	2	0.36	46	0.12
$480.00 per year	2	0.36	266	0.67
$500.00 per year	1	0.18	6	0.02
$800.00 per year	1	0.19	0	0.00
$1,000.00 per year	2	0.36	96	0.24
Provision exists, no details given	1	0.18	120	0.30
Other	6	1.07	466	1.18

TABLE 102:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
No Provision	531	94.48	38,323	97.17
Legal defence provided - 3rd party action	29	5.16	1,093	2.77
Other	2	0.36	25	0.06

TABLE 103:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
No Provision	542	96.44	37,318	94.62
Moonlighting permitted - no moonlighting if such work interferes with regular work of employees	10	1.78	1,886	4.78
Moonlighting prohibited	2	0.36	25	0.06
Moonlighting permitted with restrictions other than interferring with regular work of employees	8	1.42	212	0.54

TABLE 104:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
No Provision	456	81.14	29,316	74.33
Contracting-out permitted	8	1.42	1,814	4.60
Contracting-out prohibited	40	7.12	1,525	3.87
Employer cannot contract-out work which will lead to lay-off or failure to recall members of bargaining unit	39	6.94	3,167	8.03
Combination of non-union employer and/or lay-off or failure to recall members of bargaining unit	1	0.18	350	0.89
Prohibited except on specialized jobs	6	1.07	2,765	7.01
Provision exists, but no details given	1	0.18	65	0.16
Other	11	1.96	439	1.11

TABLE 105:

RE-OPENER CLAUSE

	Agts		Emps	
	#	%	#	%
No Provision	526	93.59	37,405	94.84
Wage re-opener	22	3.91	713	1.81
Non-wage re-opener clause only	6	1.07	709	1.80
Combination of wage re-opener and/or non-wage re-opener only	4	0.71	366	0.93
Provision exists no details given	2	0.36	210	0.53
Other	2	0.36	38	0.10

TABLE 106:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
No Provision	526	93.59	31,178	79.05
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs	6	1.07	3,395	8.61
Provision for transfer of older and/or handicapped workers to light or more suitable jobs if available	26	4.63	2,795	7.09
Retraining of older and/or handicapped worker	1	0.18	1,250	3.17
Combination of transfer, transfer if available, retraining and/or special seniority rights in lay-off and recall	1	0.18	162	0.41
Other - e.g., hiring of older workers	2	0.36	661	1.68

TABLE 107:

LABOUR AND MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	306	54.45	20,417	51.77
Provision exists	256	45.55	19,024	48.23

TABLE 108:

BULLETIN BOARDS

	Agts		Emps	
	#	%	#	%
No Provision	182	32.38	10,330	26.19
Provision exists	380	67.62	29,111	73.81

TABLE 109:

EQUAL PAY FOR EQUAL WORK

	Agts		Emps	
	#	%	#	%
No Provision	547	97.33	35,515	90.05
Provision exists	15	2.67	3,926	9.95

TABLE 110:

NON-DISCRIMINATION

	Agts		Emps	
	#	%	#	%
No Provision	152	27.05	11,738	29.76
Union membership	52	9.25	4,916	12.46
Race, religion, sex, age	4	0.71	68	0.17
Race, religion, union membership	67	11.92	3,256	8.26
Race, religion, union membership, sex	26	4.63	776	1.97
Race, religion, union membership, age	1	0.18	25	0.06
Race, religion, union membership, sex, age	16	2.85	1,285	3.26
Race, religion, nationality	1	0.18	11	0.03
Race, religion, nationality, union membership	7	1.25	205	0.52
Race, religion, nationality, sex	6	1.07	661	1.68
Race, religion, nationality, union membership, sex	17	3.02	1,021	2.59
Race, religion, nationality, union membership, age	1	0.18	100	0.25
Race, religion, nationality, union membership, sex, age	15	2.67	363	0.92
Race, religion, nationality, sex, age	2	0.36	82	0.21
Race, religion, union membership, marital status	2	0.36	45	0.11
Race, religion, union membership, sex, marital status	3	0.53	55	0.14
Race, religion, union membership, age, sex, marital status	1	0.18	162	0.41
Race, religion, nationality, marital status	7	1.25	345	0.87

TABLE 110:

NON-DISCRIMINATION (Cont'd)

	Agts		Emps	
	#	%	#	%
Race, religion, nationality, marital status	7	1.25	345	0.87
Race, religion, nationality, sex, marital status	1	0.18	96	0.24
Race, religion, nationality, sex, age, marital status	3	0.53	125	0.32
Race, religion, nationality, union membership, sex, age, marital status	87	15.48	8,847	22.43
Race, religion, nationality, union membership, marital status	5	0.89	392	0.99
Race, religion, nationality, union membership, sex, marital status	75	13.35	4,417	11.20
Discrimination prohibited but types of discrimination not specified	4	0.71	87	0.22
Other	7	1.25	363	0.92

TABLE 111:

WORKERS COMPENSATION

	Agts		Emps	
	#	%	#	%
No Provision	292	51.96	17,457	44.26
Compensation payable is the difference between Worker's compensation and regular salary	179	31.85	16,434	41.67
Compensation while injured employee claim is being settled by Worker's Compensation Board	4	0.71	213	0.54
Other form of supplementary payment	5	0.89	389	0.99
Full compensation by employer, when off work due to injury on the job	7	1.25	967	2.45
Provision exists, no details given	73	12.99	3,823	9.69
Other	2	0.36	158	0.40

TABLE 112:

PART TIME EMPLOYEES - NORMAL WORK WEEK - DAYS PER WEEK

	Agts		Emps	
	#	%	#	%
No Provision	422	75.09	29,904	75.82
2 days per week	5	0.89	230	0.58
5 days per week	5	0.89	449	1.14
Irregular hours	54	9.61	3,309	8.39
Provision exists, no details given	76	13.52	5,549	14.07

TABLE 113:

DAILY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	426	75.80	30,086	76.28
3 hours	1	0.18	22	0.06
4 hours	1	0.18	22	0.06
5 hours	3	0.53	298	0.76
7 hours and 30 minutes	2	0.36	121	0.31
8 hours	5	0.89	237	0.60
Irregular hours	50	8.90	3,273	8.30
Provision exists, no details given	74	13.17	5,382	13.65

TABLE 114:

WEEKLY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	415	73.84	28,899	73.27
17 hours and 30 minutes	1	0.18	106	0.27
20 hours	7	1.25	617	1.56
24 hours	25	4.45	1,558	3.95
25 hours	5	0.89	304	0.77
30 hours	2	0.36	42	0.11
34 hours	1	0.18	11	0.03
37 hours ad 30 minutes	4	0.71	475	1.20
Irregular hours	35	6.23	1,601	4.06
Provision exists, no details given	66	11.74	5,178	13.13
Other	1	0.18	650	1.65

TABLE 115:

HEALTH, WELFARE, SICK LEAVE, PENSION - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	456	81.14	32,663	82.81
Provision for health and welfare benefits	3	0.53	70	0.18
Provision for sick leave benefits	60	10.68	3,618	9.17
Provision for pension benefits	1	0.18	42	0.11
Combination of health and welfare benefits and sick leave benefits	9	1.60	302	0.77
Combination of health and welfare benefits and pension benefits	1	0.18	600	1.52
Combination of sick leave benefits and pension benefits	2	0.36	131	0.33
Combination of health and welfare benefits, sick leave and pension benefits	6	1.07	340	0.86
Provision exists, but no details given	23	4.09	1,646	4.17
Other	1	0.18	29	0.07

TABLE 116:

PART TIME EMPLOYEES - VACATION BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	409	72.78	30,275	76.76
10 vacation days	1	0.18	22	0.06
Pro-rated vacation for part timers	140	24.91	8,451	21.43
Provision exists, details not specified or cannot be determined	10	1.78	636	1.61
Other	2	0.36	57	0.14

TABLE 117:

PART TIME EMPLOYEES - PAID HOLIDAYS - STATUTORY

	Agts		Emps	
	#	%	#	%
No Provision	420	74.73	30,355	76.96
6 paid holidays	1	0.18	30	0.08
8 paid holidays	1	0.18	13	0.03
9 paid holidays	1	0.18	110	0.28
10 paid holidays	1	0.18	6	0.02
Pro-rated paid statutory holidays	130	23.13	8,587	21.77
Provision exists, detail not specified or cannot be determined	6	1.07	305	0.77
Other	2	0.36	35	0.09

TABLE 118:

PART TIME EMPLOYEES - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	468	83.27	33,601	85.19
Seniority provisions for full-time workers - explicitly apply to part time workers	29	5.16	1,854	4.70
Special seniority - provision for part time worker (include opportunity for full time work after part time employment)	62	11.03	3,688	9.35
Other	3	0.53	298	0.76

TABLE 119:

COLA (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
No Provision	536	95.37	36,173	91.71
Provision exists - is effective during agreement	24	4.27	3,090	7.83
Provision exists - to be implemented at a later date	1	0.18	144	0.37
Provision exists	1	0.18	34	0.09

TABLE 120:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
No Provision	536	95.37	36,173	91.71
Automatic quarterly adjustments	9	1.60	772	1.96
Automatic semi-annual adjustments	1	0.18	68	0.17
Automatic annual adjustments	2	0.36	42	0.11
One adjustment during term of agreement	3	0.53	208	0.53
Adjustments tied to a specific amount of the change in the consumer price index	10	1.78	2,178	5.52
Other	1	0.18	0	0.00

TABLE 121:

AMOUNT OF COLA ADJUSTMENTS

	Agts		Emps	
	#	%	#	%
No cost of living provision	537	95.55	36,269	91.96
0 cents per hour adjustment for each .3 point change in C.P.I.	6	1.07	565	1.43
0 cents per hour adjustment for each 3.5 point change in C.P.I.	1	0.18	130	0.33
20.5 dollars per week adjustment for each .7 point change in C.P.I.	1	0.18	68	0.17
.1 percent adjustment in wages for each 1.0 percent change in C.P.I.	7	1.25	1,435	3.64
0 cents per hour adjustment for each .4 percent change in C.P.I.	1	0.18	600	1.52
0 cents per hour adjustment for each .6 percent change in .C.P.I.	2	0.36	150	0.38
Weekly adjustments that cannot be easily tabulated	1	0.18	10	0.03
Monthly adjustments that cannot be easily tabulated	2	0.36	113	0.29
Provision exists but no details given	1	0.18	34	0.09
Other	3	0.53	67	0.17
Other	1	0.74	55	0.42

TABLE 122:

TECHNOLOGICAL CHANGE - ADVANCE NOTICE

	Agts		Emps	
	#	%	#	%
No Provision	498	88.61	27,652	70.11
1 month	3	0.53	361	0.92
2 months	6	1.07	1,648	4.18
3 months	18	3.20	2,426	6.15

TABLE 122:

TECHNOLOGICAL CHANGE - ADVANCE NOTICE (Cont'd)

	Agts		Emps	
	#	%	#	%
4 months	3	0.53	150	0.38
5 months	2	0.36	602	1.53
6 months	6	1.07	358	0.91
12 months	5	0.89	482	1.22
Less than one months notice	1	0.18	400	1.01
Provision exists, but no details given	20	3.56	5,362	13.59

TABLE 123:

TECHNOLOGICAL CHANGE - CONSULTATION

	Agts		Emps	
	#	%	#	%
No Provision	509	90.57	30,235	76.66
Provision exists	53	9.43	9,206	23.34

TABLE 124:

TECHNOLOGICAL CHANGE - TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	525	93.42	30,082	76.27
Displaced employees provided with on the job training opportunity on new equipment	12	2.14	2,762	7.00
Displaced employees provided with on the job training opportunity for other job	14	2.49	4,073	10.33
Laid-off employee to receive retraining at employers expense	3	0.53	771	1.95
Provision exists, no details given	5	0.89	1,617	4.10
Other	3	0.53	136	0.34

TABLE 125:

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCE

	Agts		Emps	
	#	%	#	%
No Provision	558	99.29	37,834	95.93
Employer pays full cost	1	0.18	90	0.23
Flat amount	1	0.18	17	0.04
Provision exists, no details given	2	0.36	1,500	3.80

TABLE 126:

TECHNOLOGICAL CHANGE - NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	548	97.51	35,367	89.67
7 days	1	0.18	225	0.57
90 days	2	0.36	20	0.05
3 months	2	0.36	213	0.54
6 months	1	0.18	300	0.76
As provided by law	4	0.71	166	0.42
Period not specified	2	0.36	350	0.89
Provision exists, indefinite or period not specified	2	0.36	2,800	7.10

TABLE 127:

TECHOLOGICAL CHANGE - RE-OPENER CLAUSE WAGES AND/OR WORKING CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	562	100.00	39,441	100.00

TABLE 128:

TECHNOLOGICAL CHANGE - WORK SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
No Provision	558	99.29	39,226	99.45
Specific reference to reduction of hours	4	0.71	215	0.55

TABLE 129:

TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY

	Agts		Emps	
	#	%	#	%
No Provision	541	96.26	35,895	91.01
Some form of wage or employment guarantee - other than S.U.B. or severance pay	16	2.85	2,349	5.96
Distribution of work - excludes cases like short work week, extended vacations	1	0.18	120	0.30
Other	4	0.71	1,077	2.73

TABLE 130:

TECHNOLOGICAL CHANGE - LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	558	99.29	36,555	92.68
Committee studies the problems created by technological changes and makes recommendations	2	0.36	373	0.95
Committee has specific administrative function such as-administration of fund, retraining, relocation	1	0.18	2,500	6.34
Combination of studies problems and/or administration of fund, retraining, relocation	1	0.18	13	0.03

TABLE 131:

BASIC MEDICARE - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	297	52.85	20,756	52.63
50% - employers contribution	148	26.33	10,123	25.67
60% - employers contribution	2	0.36	241	0.61
70% - employers contribution	1	0.18	200	0.51
75% - employers contribution	5	0.89	224	0.57
80% - employers contribution	2	0.36	86	0.22
85% - employers contribution	1	0.18	40	0.10
90% - employers contribution	2	0.36	12	0.03
100% - employers contribution	42	7.47	2,818	7.14
500% - employers contribution	1	0.18	15	0.04
$300	1	0.18	195	0.49
$662	1	0.18	25	0.06
Provision exists, but not specified or cannot be determined	59	10.50	4,706	11.93

TABLE 132:

OTHER HEALTH BENEFITS - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	496	88.26	32,596	82.64
50% - employers contribution	23	4.09	2,288	5.80
60% - employers contribution	1	0.18	100	0.25
67% - employers contribution	1	0.18	19	0.07
75% - employers contribution	1	0.18	12	0.03
80% - employers contribution	1	0.18	48	0.12
90% - employers contribution	1	0.18	40	0.10
100% - employers contribution	14	2.49	1,335	3.38
$210	3	0.53	412	1.04
Provision exists, but not specified or cannot be determined	20	3.56	2,533	6.42
Other	1	0.18	48	0.12

TABLE 133:

ACCIDENTAL DEALTH AND DISMEMBERMENT - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No accidental death or dismemberment insurance plan	492	87.54	32,716	82.95
5% of premium paid by employer	1	0.18	35	0.09
50% of premium paid by employer	23	4.09	1,353	3.44
60% of premium paid by employer	1	0.18	156	0.40
75% of premium paid by employer	1	0.18	80	0.20
80% of premium paid by employer	1	0.18	48	0.12
100% of premium paid by employer	20	3.56	2,076	5.26
Percentage of premium contributed by employer changes during term of agreement	1	0.18	25	0.06
Employer contribution combined with payments for other benefit plans and cannot be segregated	1	0.18	13	0.03
Amount of employer contribuion not specified or cannot be determined	21	3.74	2,939	7.45

TABLE 134:

AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No accidental death and dismemberment insurance plan	487	86.65	30,921	78.40
$3,000	1	0.18	16	0.04
$3,500	1	0.18	300	0.76
$8,000	1	0.18	162	0.41
$9,992	1	0.18	100	0.25
$10,000	10	1.78	1,102	2.79
$11,000	1	0.18	600	1.52
$13,000	1	0.18	130	0.33
$14,000	2	0.36	140	0.35
$15,000	1	0.18	70	0.18
$20,000	4	0.71	148	0.38
$25,000	1	0.18	16	0.04
$28,000	2	0.36	198	0.50
$29,000	1	0.18	100	0.25
$40,000	3	0.53	660	1.67
$60,000	1	0.18	150	0.38
Amount of benefits varies with income	11	1.96	875	2.22
Amount of benefits changes during term of agreement	1	0.18	12	0.03
Amount of benefits not specified or cannot be determined	29	5.16	3,571	9.05
Other	3	0.53	170	0.43

TABLE 135:

AMOUNT OF LIFE INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No life inusurance plan	320	56.94	20,065	50.87
$2,000	4	0.71	199	0.50
$4,000	2	0.36	550	1.39
$5,000	2	0.36	73	0.19
$7,500	2	0.36	80	0.20
$8,000	1	0.18	38	0.10
$9,000	1	0.18	60	0.15
$9,998	4	0.71	36	0.09
$10,000	14	2.49	1,342	3.40
$11,000	1	0.18	600	1.52
$13,000	1	0.18	130	0.33
$14,000	1	0.18	80	0.20
$15,000	1	0.18	70	0.18
$16,000	1	0.18	162	0.41
$17,500	1	0.18	25	0.06
$19,000	1	0.18	60	0.15
$20,000	7	1.25	750	1.90
$25,000	4	0.71	453	1.15
$28,000	2	0.36	198	0.50
$29,000	1	0.18	100	0.25
$40,000	1	0.18	150	0.38
$50,000	1	0.18	15	0.04
$75,000	1	0.18	11	0.03
Amount of benefits varies with income	13	2.31	980	2.48
Amount of benefit changes during term of agreement	1	0.18	12	0.03
Amount of benefits not specified or cannot be determined	172	30.60	13,109	33.24
Other	2	0.36	93	0.24

TABLE 136:

AMOUNT OF SICK LEAVE

	Agts		Emps	
	#	%	#	%
No provision for paid sick leave	175	31.14	15,476	39.24
1 day granted per year	2	0.36	45	0.11
3 days granted per year	1	0.18	175	0.44
4 days granted per year	12	2.14	373	0.95
5 days granted per year	18	3.20	765	1.94
6 days granted per year	15	2.67	1,303	3.30
7 days granted per year	15	2.67	2,644	6.70
8 days granted per year	3	0.53	27	0.07
9 days granted per year	3	0.53	305	0.77

TABLE 136:

AMOUNT OF SICK LEAVE (Cont'd)

	Agts		Emps	
	#	%	#	%
10 days granted per year	15	2.67	673	1.71
12 days granted per year	31	5.52	1,143	2.90
15 days granted per year	14	2.49	236	0.60
18 days granted per year	76	13.52	4,382	11.11
20 days granted per year	13	2.31	229	0.58
21 days granted per year	2	0.36	65	0.16
24 days granted per year	13	2.31	564	1.43
25 days granted per year	1	0.18	27	0.07
30 days granted per year	86	15.30	6,823	17.30
36 days granted per year	2	0.36	8	0.02
Granted on a monthly basis	12	2.14	482	1.22
Annual allowance varies with length of service	9	1.60	412	1.04
Annual allowance varies for different groups of employees	5	0.89	194	0.49
Paid sick leave exists, but annual allowance not specified or cannot be determined	33	5.87	2,577	6.53
Other	6	1.07	513	1.30

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	235	41.81	20,617	52.27
Paid sick leave plan exists, but unused allowance not cumulative	16	2.85	482	1.22
10 days maximum accumulation	1	0.18	17	0.04
12 days maximum accumulation	2	0.36	600	1.52
14 days maximum accumulation	3	0.53	34	0.09
15 days maximum accumulation	1	0.18	8	0.02
16 days maximum accumulation	1	0.18	31	0.08
20 days maximum accumulation	2	0.36	12	0.03
24 days maximum accumulation	2	0.36	98	0.25
25 days maximum accumulation	1	0.18	13	0.03
30 days maximum accumulation	5	0.89	84	0.21
35 days maximum accumulation	1	0.18	7	0.02
36 days maximum accumulation	2	0.36	224	0.57
40 days maximum accumulation	2	0.36	45	0.11
42 days maximum accumulation	1	0.18	50	0.13
45 days maximum accumulation	2	0.36	74	0.19
50 days maximum accumulation	2	0.36	52	0.13
60 days maximum accumulation	8	1.42	371	0.94
70 days maximum accumulation	2	0.36	64	0.16
74 days maximum accumulation	1	0.18	55	0.14
75 days maximum accumulation	4	0.71	184	0.47

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE (Cont'd)

	Agts		Emps	
	#	%	#	%
80 days maximum accumulation	3	0.53	11	0.03
85 days maximum accumulation	2	0.36	62	0.16
90 days maximum accumulation	11	1.96	730	1.85
100 days maximum accumulation	7	1.25	189	0.48
115 days maximum accumulation	1	0.18	20	0.05
120 days maximum accumulation	14	2.49	440	1.12
125 days maximum accumulation	10	1.78	720	1.83
130 days maximum accumulation	10	1.78	521	1.32
135 days maximum accumulation	2	0.36	45	0.11
144 days maximum accumulation	1	0.18	15	0.04
145 days maximum accumulation	1	0.18	38	0.10
150 days maximum accumulation	101	17.97	7,028	17.82
160 days maximum accumulation	1	0.18	85	0.22
162 days maximum accumulation	3	0.53	157	0.40
170 days maximum accumulation	3	0.53	36	0.09
175 days maximum accumulation	3	0.53	318	0.81
180 days maximum accumulation	13	2.31	914	2.32
182 days maximum accumulation	2	0.36	8	0.02
193 days maximum accumulation	2	0.36	128	0.32
195 days maximum accumulation	4	0.71	192	0.49
200 days maximum accumulation	3	0.53	84	0.21
260 days maximum accumulation	8	1.42	679	1.72
300 days maximum accumulation	7	1.25	814	2.06
Maximum accumulation varies with service	2	0.36	550	1.39
Unlimited accumulation, or maximum cannot be determined	14	2.49	519	1.32
Unused sick leave converted to cash at end of calendar year	32	5.69	1,372	3.48
Provision exists, but no details given	50	0.89	360	0.91
Other	3	0.53	284	0.72

TABLE 138:

REIMBURSEMENT FOR UNUSED SICK LEAVE ON RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	501	89.15	36,268	91.96
Paid sick leave plan exists, but no provision for cash payment for unused allowance on retirement	7	1.25	226	0.57
20% of unused sick leave paid to the employee	2	0.36	186	0.47
25% of unused sick leave paid to the employee	1	0.18	20	0.05
30% of unused sick leave paid to the employee	2	0.36	128	0.32
40% of unused sick leave paid to the employee	3	0.53	122	0.31
50% of unused sick leave paid to the employee	24	4.27	1,478	3.75

TABLE 138:

REIMBURSEMENT FOR UNUSED SICK LEAVE ON RETIREMENT (Cont'd)

	Agts		Emps	
	#	%	#	%
75% of unused sick leave paid to the employee	1	0.18	80	0.20
100% of unused sick leave paid to the employee	10	1.78	248	0.63
203 days	2	0.36	80	0.20
Percentage of unused sick leave varies with years of service	4	0.71	361	0.92
Lump sum payment or cash payment	3	0.53	188	0.48
Provision exists for payment on retirement, but percentage paid not specified or cannot be determined	21	0.36	56	0.14

TABLE 139:

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT

	Agts		Emps	
	#	%	#	%
No Provision	524	93.24	37,847	95.96
Paid sick leave plan exists, but no provision for cash payment for unused allowance on termination of employment	11	1.96	559	1.42
20% of unused sick leave paid to the employee on termination of his employment	1	0.18	45	0.11
25% of unused sick leave paid to the employee on termination of his employment	3	0.53	35	0.09
40% of unused sick leave paid to the employee on termination of his employment	2	0.36	122	0.31
50% of unused sick leave paid to the employee on termination of his employment	9	1.60	462	1.17
75% of unused sick leave paid to the employee on termination of his employment	1	0.18	80	0.20
100% of unused sick leave paid to the employee on termination of his employment	7	1.25	188	0.48
Percentage of unused sick leave paid with years of service	3	0.53	99	0.25
Other	1	0.18	4	0.01

TABLE 140:

EARLY RETIREMENT BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	514	91.46	29,461	74.70
Unreduced basic benefit	27	4.80	3,664	9.29
Reduced basic benefit	6	1.07	1,616	4.10
Special monthly pension payments	11	1.96	3,573	9.06
Provision exists but no details given	1	0.18	13	0.03
Other	3	0.53	1,114	2.82

TABLE 141:

MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	434	77.22	28,380	71.96
1 week	1	0.18	61	0.15
2 weeks	2	0.36	172	0.44
4 weeks	1	0.18	14	0.04
7 weeks	1	0.18	35	0.09
8 weeks	1	0.18	40	0.10
11 weeks	1	0.18	220	0.56
12 weeks	1	0.18	40	0.10
13 weeks	3	0.53	416	1.05
15 weeks	7	1.25	1,556	3.95
17 weeks	1	0.18	124	0.31
25 weeks	1	0.18	27	0.07
26 weeks	26	4.63	1,690	4.28
27 weeks	1	0.18	210	0.53
31 weeks	1	0.18	5	0.01
52 weeks	6	1.07	1,277	3.24
104 weeks	1	0.18	25	0.06
219 weeks	1	0.18	600	1.52
Maximum duration of weekly sickness and accident indemnity varies with length of service	8	1.42	1,390	3.52
Maximum duration of weekly sickness or accident indemnity not specified or cannot be determined	63	11.21	3,133	7.94
Other	1	0.18	26	0.07

TABLE 142:

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	378	67.26	25,696	65.15
$75 per week	2	0.36	40	0.10
$100 per week	1	0.18	150	0.38
$115 per week	1	0.18	400	1.01
$120 per week	1	0.18	400	1.01
$125 per week	1	0.18	50	0.13
$150 per week	3	0.53	515	1.31
$200 per week	2	0.36	290	0.74
$205 per week	1	0.18	130	0.33
$210 per week	1	0.18	33	0.08
$225 per week	1	0.18	600	1.52
$231 per week	1	0.18	38	0.10
$245 per week	1	0.18	95	0.24
$250 per week	5	0.89	276	0.70
$255 per week	1	0.18	40	0.10

TABLE 142:

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY (Cont'd)

	Agts		Emps	
	#	%	#	%
$260 per week	1	0.18	26	0.07
$275 per week	1	0.18	30	0.08
$325 per week	1	0.18	60	0.15
Amount of weekly indemnity expressed as a percent of wages	36	6.41	3,998	10.14
Amount of weekly indemnity varies with income	2	0.36	225	0.57
Amount of weekly indemnity varies with length of service	4	0.71	1,295	3.28
Welfare plan mentioned, but no details given	115	20.46	5,002	12.68
Other	2	0.36	52	0.13

TABLE 143:

LONG TERM DISABILITY - EMPLOYEES CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	495	88.08	34,112	86.49
50% - employers contribution	21	3.74	925	2.35
60% - employers contribution	1	0.18	156	0.40
75% - employers contribution	2	0.36	24	0.06
100% - employers contribution	10	1.78	2,113	5.36
110% - employers contribution	1	0.18	23	0.06
Provision exists, but not specified or cannot be determined	30	5.34	2,038	5.14
Other	2	0.36	60	0.15

TABLE 144:

AMOUNT OF LONG TERM DISABILITY BENEFIT

	Agts		Emps	
	#	%	#	%
No Provision	472	83.99	31,152	78.98
$70 per week	1	0.18	63	0.16
$100 per week	1	0.18	100	0.25
$125 per week	1	0.18	600	1.52
$175 per week	1	0.18	162	0.41
$250 per week	4	0.71	225	0.57
$327 per week	1	0.18	95	0.24
$375 per week	3	0.53	677	1.72
$950 per week	1	0.18	40	0.10
60% of yearly salary	2	0.36	160	0.41
67% of yearly salary	2	0.36	64	0.16
60% of monthly salary	3	0.53	485	1.23
67% of monthly salary	2	0.36	1,394	3.53
Plan mentioned by no details given	67	11.92	4,189	10.62
Other	1	0.18	35	0.09

TABLE 145:

PRIVATE PENSION PLAN - BENEFIT AMOUNT OF

	Agts		Emps	
	#	%	#	%
No Provision	365	64.95	20,674	52.42
$10 for each month of service	1	0.18	162	0.41
$11 for each month of service	3	0.53	2,655	6.73
$12 for each month of service	1	0.18	220	0.56
$625 for each month of service	1	0.18	40	0.10
$1,250 for each month of service	1	0.18	600	1.52
$1,410 for each month of service	2	0.36	20	0.05
$120 for each year of service	1	0.18	25	0.06
$900 for each year of service	1	0.18	5	0.01
$1,650 for each year of service	1	0.18	54	0.14
70% of total employee earnings on which contributions are based	1	0.18	63	0.16
Plan mentioned, no details given	175	31.14	13,579	34.43
Other	9	1.60	1,344	3.41

TABLE 146:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	510	90.75	33,224	84.24
70% of yearly salary	8	0.18	131	0.33
100% of yearly salary	3	0.53	555	1.41
Lump sum payment	39	6.94	5,025	12.74
Plan mentioned, no details given	6	1.07	192	0.49
Other	3	0.53	314	0.80

TABLE 147:

DEATH EXPENSES

	Agts		Emps	
	#	%	#	%
No Provision	559	99.47	39,170	99.31
$500	1	0.18	135	0.34
$700	1	0.18	131	0.33
$1,000	1	0.18	5	0.01

TABLE 148:

DENTAL PLAN - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	495	88.08	34,921	88.54
25% - employers contribution	1	0.18	30	0.08
35% - employers contribution	1	0.18	33	0.08
50% - employers contribution	24	4.27	1,505	3.82
67% - employers contribution	5	0.89	114	0.29
75% - employers contribution	1	0.18	5	0.01
90% - employers contribution	2	0.36	12	0.03
100% - employers contribution	13	2.31	2,081	5.28
Provision exists, but not specified or cannot be determined	16	2.85	688	1.74
Other	4	0.71	52	0.13

TABLE 149:

INDEXATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	560	99.64	39,202	99.39
Provision to index at full C.O.L.A.	1	0.18	95	0.24
Provision to index at percent of C.O.L.A.	1	0.18	144	0.37

TABLE 150:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	528	93.95	35,891	91.00
Union-management	6	1.07	630	1.60
Management only	2	0.36	1,305	3.31
Union only	6	1.07	13	0.03
Trustees (either individual or corporate) or insurance company	12	2.14	1,306	3.31
Provision exists, but no details	7	1.25	294	0.75
Other	1	0.18	2	0.01

TABLE 151:

ADMINISTRATION OF SEVERANCE PLAN

	Agts		Emps	
	#	%	#	%
No Provision	561	99.82	39,401	99.90
Provision exists, no details given	1	0.18	40	0.10

TABLE 152:

ADMINISTRATION OF SUB PLANS

	Agts		Emps	
	#	%	#	%
No Provision	558	99.29	36,681	93.00
SUB benefits specified in agreement	4	0.71	2,760	7.00

TABLE 153:

ADMINISTRATION OF HEALTH AND WELFARE PLANS

	Agts		Emps	
	#	%	#	%
No Provision	532	94.66	36,025	91.34
Management only	2	0.36	130	0.33
Union only	9	1.60	42	0.11
Trustee (either individual or corporate) or insurance company	18	3.20	3,239	8.21
Provision exists, no details given	1	0.18	5	0.01

TABLE 154:

SEVERANCE PLANS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	522	92.88	33,772	85.63
Severance payments specified in agreement	40	7.12	5,669	14.37

TABLE 155:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	537	95.55	35,752	90.65
1 week for each year of service	7	1.25	564	1.43
2 weeks for each year of service	2	0.36	80	0.20
4 weeks for each year of service	2	0.36	289	0.73
Flat amount	6	1.07	302	0.77
Provision exists, but no details given	1	0.18	12	0.03
Other	7	1.25	2,442	6.19

TABLE 156:

SEVERANCE PAYMENTS - TOTAL BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	525	93.42	34,055	86.34
4 weeks	3	0.53	58	0.15
5 weeks	2	0.36	42	0.11
6 weeks	1	0.18	12	0.03
12 weeks	2	0.36	32	0.08
13 weeks	1	0.18	3	0.01
14 weeks	3	0.53	373	0.95
15 weeks	2	0.36	907	2.30
30 weeks	1	0.18	68	0.17
49 weeks	2	0.36	1,930	4.89
52 weeks	1	0.18	165	0.42
64 weeks	1	0.18	124	0.31
78 weeks	2	0.36	198	0.50
Flat amount	11	1.96	1,274	3.23
Provision exists but no details given	3	0.53	101	0.26
Other	2	0.36	99	0.25

TABLE 157:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	530	94.31	34,328	87.04
1 year of service	9	1.60	880	2.23
2 years of service	5	0.89	1,187	3.01
4 years of service	1	0.18	49	0.12
5 years of service	3	0.53	393	1.00
10 years of service	1	0.18	20	0.05
15 years of service	2	0.36	159	0.40
20 years of service	2	0.36	146	0.37
25 years of service	3	0.53	1,339	3.39
31 years of service	1	0.18	257	0.65
Other	5	0.89	681	1.73

TABLE 158:

SEVERANCE PLANS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	560	99.64	39,414	99.93
Severance payments specified in agreement	1	0.18	15	0.04
Provision exists, no details given	1	0.18	12	0.03

TABLE 159:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	560	99.64	39,414	99.93
10 years of service	1	0.18	15	0.04
Provision exists, but no details given	1	0.18	12	0.03

TABLE 160:

SEVERANCE PAYMENTS - RATES OF PAYMENTS OF BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	561	99.82	39,426	99.96
Flat amount	1	0.18	15	0.04

TABLE 161:

SEVERANCE PAYMENTS - TOTAL BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	562	100.00	39,441	100.00

TABLE 162:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	535	95.20	38,395	97.35
Flat amount	17	3.02	708	1.80
Provision exists, but no details given	5	0.89	265	0.67
Other	5	0.89	73	0.19

TABLE 163:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	454	80.78	31,950	81.01
1 year of service	6	1.07	87	0.22
3 years of service	42	7.47	3,224	8.17

TABLE 163:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RETIREMENT (Cont'd)

	Agts		Emps	
	#	%	#	%
5 years of service	1	0.18	10	0.03
8 years of service	1	0.18	80	0.20
10 years of service	9	1.60	312	0.79
15 years of service	1	0.18	30	0.08
20 years of service	1	0.18	60	0.15
25 years of service	5	0.89	265	0.67
30 years of service	34	6.05	2,334	5.92
35 years of service	2	0.36	550	1.39
Provision exists, but no details given	5	0.89	370	0.94
Other	1	0.18	169	0.43

PART II:

MANUFACTURING

The Manufacturing sector includes industries whose SIC (Standard Industrial Classification) numbers range from 1011 to 3999. This group is comprised of manufacturing in food and beverages, textiles, clothing, wood, furniture, paper and printing, primary metals, machinery, transportation, equipment, electrical products, non-metallic mineral products, petroleum and chemicals. The data in this section is based on 135 collective agreements covering some 13,194 employees.

TABLE 1:

UNION MEMBERSHIP REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No provision regarding union membership as a condition of employment (open shop)	34	25.19	5,107	38.71
Closed shop	14	10.37	906	6.87
Union shop	58	42.96	4,923	37.31
Modified union shop (compulsory membership for new employees, maintenance or non-maintenance of membership for others)	19	14.07	1,936	14.67
Maintenance of membership for present and/future employees	9	6.67	274	2.08
Other	1	0.74	48	0.36

TABLE 2:

AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	6	4.44	444	3.37
Compulsory for all employees covered by the agreement (Rand formula)	56	41.48	5,180	39.26
Compulsory only for union members	32	23.70	1,731	13.12
Compulsory for new employees	4	2.96	385	2.92
Voluntary for old employees, compulsory for new (Modified Rand Formula)	11	8.15	3,256	24.68
Voluntary for all employees by the agreement	25	18.52	2,182	16.54
Other	1	0.74	16	0.12

TABLE 3:

TERMS OF AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	8	5.93	774	5.87
Irrevocable for term of agreement	24	17.78	4,760	36.08
Irrevocable for term of agreement and any renewal	3	2.22	182	1.38
Revocable at any time	7	5.19	988	7.49
Revocable at specified time prior to anniversary date of agreement	5	3.70	477	3.62
Check-off provision exists, but term of authorization not specified	85	62.96	6,000	45.48
Other	3	2.22	13	0.10

TABLE 4:

JURISDICTION OF WORK - EACH TRADE

	Agts		Emps	
	#	%	#	%
No Provision	133	98.52	13,089	99.20
Provision respecting the scope of the work	2	1.48	105	0.80

TABLE 5:

CROSSING OF PICKET LINES

	Agts		Emps	
	#	%	#	%
No Provision	123	91.11	12,585	95.38
Employees have the right to refuse to cross picket lines	7	5.19	335	2.54
Employees have the right to refuse to handle hot cargoes	4	2.96	244	1.85
Employees have the right to refuse to cross picket lines and handle hot cargoes	1	0.74	30	0.23

TABLE 6:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
No Provision	20	14.81	2,113	16.01
General statement of management rights	48	35.56	3,192	24.19
Enumerated list of management rights	66	48.89	7,664	58.09
Other	1	0.74	225	1.71

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
No Provision	17	12.59	1,333	10.10
15 calendar days	1	0.74	70	0.53
30 calendar days	7	5.19	313	2.37
42 calendar days	2	1.48	2,552	19.34
45 calendar days	3	2.22	900	6.82
60 calendar days	18	13.33	1,854	14.05
90 calendar days	6	4.44	313	2.37
120 calendar days	1	0.74	101	0.77
25 working days	1	0.74	324	2.46
30 working days	12	8.89	1,125	8.53
38 working days	1	0.74	162	1.23

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING (Cont'd)

	Agts		Emps	
	#	%	#	%
40 working days	3	2.22	468	3.55
45 working days	9	6.67	818	6.20
50 working days	3	2.22	180	1.36
60 working days	20	14.81	1,296	9.82
65 working days	2	1.48	62	0.47
90 working days	3	2.22	203	1.54
12 weeks	1	0.74	175	1.33
1 month	1	0.74	10	0.08
2 months	1	0.74	80	0.61
3 months	9	6.67	383	2.90
4 months	2	1.48	246	1.86
6 months	3	2.22	78	0.59
9 months	1	0.74	5	0.04
Probationary period varies by occupation or classification	6	4.44	116	0.88
Provision exists, but length of probationary period not specified or cannot be determined	2	1.48	27	0.20

TABLE 8:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	19	14.07	1,512	11.46
Company-wide seniority	12	8.89	666	5.05
Plant-wide seniority-bargaining unit	35	25.93	2,004	15.19
Department seniority	9	6.67	599	4.54
Job or occupational classification seniority	9	6.67	445	3.37
Combination of company-wide and plant-wide seniority	2	1.48	120	0.91
Combination of company-wide and job or occupational classification seniority	1	0.74	100	0.76
Combination of plant-wide and department seniority	12	8.89	1,448	10.97
Combination of plant-wide and job or classification seniority	5	3.70	128	0.97
Combination of department and job or classification seniority	1	0.74	8	0.06
Combination of company-wide, plant-wide and job or classification seniority	1	0.74	156	1.18
Combination of company-wide, department and or job or classification seniority	3	2.22	441	3.34
Combinaion of plant-wide, department and or job or classification seniority	11	8.15	1,943	14.73
Combination of company-wide, plant-wide, department and job or classification seniority	3	2.22	2,949	22.35
Seniority unit not specified or cannot be determined	12	8.89	675	5.12

TABLE 9:

SENIORITY FOR EMPLOYEES WITH SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
No Provision	93	68.89	7,308	55.39
Special seniority provision for a limited number of employees with special skills	5	3.70	55	0.42
Special seniority for union officials	9	6.67	1,228	9.31
Retention of union seniority for union officials elected	22	16.30	4,020	30.47
Combination of special seniority with special skills, union officials and union officials elected	6	4.44	583	4.42

TABLE 10:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
No Provision	25	18.52	1,733	13.13
Straight seniority	2	1.48	120	0.91
Seniority taken into account along with other factors such as ability, skill, knowledge and physical fitness	50	37.04	4,452	33.74
Straight seniority if other factors are equal or sufficient	58	42.96	6,889	52.21

TABLE 11:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	14	10.37	1,472	11.16
Straight seniority	13	9.63	1,061	8.04
Seniority taken into account with other factors such as knowledge, skills, ability, training and physical fitness	67	49.63	8,145	61.73
Straight seniority if other factors are equal or sufficient	41	30.37	2,516	19.07

TABLE 12:

SENIORITY - RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
No Provision	23	17.04	2,387	18.09
Straight seniority	15	11.11	723	5.48
Seniority taken into account along with other factors such as knowledge, skill, ability, training and physical fitness	62	45.93	7,869	59.64
Straight seniority if other factors are equal or sufficient	35	25.93	2,215	16.79

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS

	Agts		Emps	
	#	%	#	%
No Provision	29	21.48	3,285	24.90
3 months	1	0.74	21	0.16
6 months	18	13.33	855	6.48
7 months	1	0.74	324	2.46
8 months	4	2.96	123	0.93
9 months	2	1.48	8	0.06
12 months	42	31.11	2,960	22.43
18 months	6	4.44	460	3.49
24 months	11	8.15	872	6.61
36 months	1	0.74	220	1.67
Seniority rights retained for period related to length of service	4	2.96	2,570	19.48
Combination of number of months and length of service	11	8.15	944	7.15
Recall rights extended indefinitely	1	0.74	35	0.27
Other	4	2.96	517	3.92

TABLE 14:

CAUSES FOR LOSS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	24	17.78	2,253	17.08
Termination of employment voluntarily	1	0.74	60	0.45
Combination of discharged for just cause, voluntarily termination and failure to return when notified	107	79.26	10,681	80.95
Lay-off limits exceeded	3	2.22	200	1.52

TABLE 15:

SENIORITY BUMPING

	Agts		Emps	
	#	%	#	%
No Provision	92	68.15	5,878	44.55
Seniority bumping within same department	2	1.48	127	0.96
Seniority bumping within same occupational classification	3	2.22	255	1.93
Combination of bumping within same department or occupational classification	2	1.48	141	1.07
Seniority bumping with restrictions	23	17.04	5,665	42.94
Seniority bumping within bargaining unit	12	8.89	998	7.56
Other	1	0.74	130	0.99

TABLE 16:

RETENTION OF SENIORITY DURING ILLNESS OR ACCIDENT

	Agts		Emps	
	#	%	#	%
No Provision	75	55.56	8,273	62.70
Seniority is retained for a period of up to and including six months	5	3.70	468	3.55
Seniority is retained for more than six months up to and including twelve months	18	13.33	1,143	8.66
Seniority is retained for more than twelve months up to and including eighteen months	4	2.96	433	3.28
Seniority is retained for more than eighteen months up to and including twenty-four months	7	5.19	724	5.49
Seniority is retained for more than twenty-four months	3	2.22	462	3.50
Retention is graduated according to length of service	4	2.96	413	3.13
Length not specified or indefinite	18	13.33	1,266	9.60
Other	1	0.74	12	0.09

TABLE 17:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	82	60.74	9,715	73.63
2 hours	1	0.74	12	0.09
4 hours	1	0.74	350	2.65
8 hours	1	0.74	0	0.00
24 hours	2	1.48	220	1.67
36 hours	1	0.74	300	2.27
48 hours	1	0.74	80	0.61
2 calendar days	2	1.48	12	0.09
3 calendar days	2	1.48	40	0.30
5 calendar days	4	2.96	515	3.90
7 calendar days	4	2.96	366	2.77
14 calendar days	2	1.48	48	0.36
90 calendar days	1	0.74	63	0.48
2 working days	2	1.48	122	0.92
3 working days	1	0.74	32	0.24
5 working days	7	5.19	382	2.90
1 week	5	3.70	201	1.52
2 weeks	4	2.96	181	1.37
4 weeks	1	0.74	35	0.27
8 weeks	2	1.48	137	1.04
Length of notice varies with length of service	6	4.44	152	1.15
Provision exists, but length of notice not specified or cannot be determined	3	2.22	231	1.75

TABLE 18:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
No Provision	51	37.78	4,086	30.97
24 hours	1	0.74	80	0.61
48 hours	1	0.74	27	0.20
3 calendar days	6	4.44	210	1.59
5 calendar days	6	4.44	480	3.64
6 calendar days	2	1.48	377	2.86
7 calendar days	5	3.70	380	2.88
10 calendar days	2	1.48	198	1.50
14 calendar days	1	0.74	300	2.27
30 calendar days	1	0.74	10	0.08
2 working days	5	3.70	164	1.24
3 working days	21	15.56	1,260	9.55
4 working days	1	0.74	400	3.03
5 working days	13	9.63	1,105	8.38
6 working days	1	0.74	63	0.48
7 working days	3	2.22	2,910	22.06
10 working days	2	1.48	353	2.68
1 week	2	1.48	324	2.46
Provision exists, but posting period not specified or cannot be determined	11	8.15	467	3.54

TABLE 19:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
No Provision	44	32.59	3,376	25.59
Regular rate of the employee	6	4.44	261	1.98
New rate or regular rate of the employee, whichever is the higher at start of transfer	38	28.15	5,854	44.37
New rate or regular rate of the employee, whichever is the higher, only after specified period of time	37	27.41	2,680	20.31
Rate of new occupation, at start of transfer	5	3.70	776	5.88
Rate of new occupation, only after specified period of time	2	1.48	32	0.24
Other	3	2.22	215	1.63

TABLE 20:

INITIAL PRESENTATION OF EMPLOYEE GRIEVANCE

	Agts		Emps	
	#	%	#	%
No Provision	7	5.19	498	3.77
Employee only	11	8.15	781	5.92
Union representative only	15	11.11	1,296	9.82
Employee with or without union representative	95	70.37	10,353	78.47
Union only	3	2.22	153	1.16
Grievance committee only	4	2.96	113	0.86

TABLE 21:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION (TIME LIMITS)

	Agts		Emps	
	#	%	#	%
No Provision	21	15.56	4,014	30.42
24 hours	5	3.70	587	4.45
48 hours	2	1.48	200	1.52
72 hours	1	0.74	0	0.00
3 calendar days	5	3.70	264	2.00
5 calendar days	1	0.74	12	0.09
7 calendar days	3	2.22	405	3.07
10 calendar days	5	3.70	572	4.34
14 calendar days	4	2.96	235	1.78
15 calendar days	4	2.96	193	1.46
30 calendar days	1	0.74	49	0.37
2 working days	6	4.44	374	2.83
3 working days	16	11.85	810	6.14
4 working days	2	1.48	45	0.34
5 working days	29	21.48	2,835	21.49
6 working days	1	0.74	10	0.08
7 working days	3	2.22	105	0.80
10 working days	8	5.93	738	5.59
15 working days	1	0.74	144	1.09
25 working days	1	0.74	400	3.03
30 working days	1	0.74	257	1.95
2 weeks	2	1.48	187	1.42
Not specified explicitly	13	9.63	758	5.75

TABLE 22:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
No Provision	68	50.37	7,606	57.65
Number of steps in the grievance is reduced	44	32.59	2,652	20.10
Duration of delays between steps is reduced	8	5.93	635	4.81
Combination of reduction of steps and/or duration of delays reduced	15	11.11	2,301	17.44

TABLE 23:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
No Provision	65	48.15	7,625	57.79
Union officials receive time-off without loss of pay for grievance work during regular hours of work	52	38.52	4,565	34.60
Remuneration is for limited number of hours only	2	1.48	165	1.25
Union officials receive time-off for grievance work, but no indication if such time-off is paid or unpaid	12	8.89	546	4.14
Time-off without loss of pay, but does not state whether during working hours or other	3	2.22	241	1.83
Other	1	0.74	52	0.39

TABLE 24:

COMPENSATION IN NEGOTIATIONS OF COLLECTIVE AGREEMENT

	Agts		Emps	
	#	%	#	%
No Provision	93	68.89	10,234	77.57
Compensation for total hours	2	1.48	168	1.27
Compensation limited to regular hours of work	28	20.74	1,454	11.02
Compensation is for a specific number of hours	3	2.22	125	0.95
Union officials receive time-off for negotiation of agreement but no indication if paid or unpaid	3	2.22	108	0.82
No compensation	6	4.44	1,105	8.38

TABLE 25:

ARBITRATION - NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
No Provision	4	2.96	397	3.01
Single arbitrator	62	45.93	7,480	56.69
Panel/board of arbitration	29	21.48	1,774	13.45
Single or board of arbitration	40	29.63	3,543	26.85

TABLE 26:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
No Provision	35	25.93	2,431	18.43
Appeal of discharge after dismissal	51	37.78	3,929	29.78
Reimbursement if exonerated after suspension	11	8.15	953	7.22
Combination of appeal of discharge and reimbursement if exonerated	38	28.15	5,881	44.57

TABLE 27:

NORMAL WORK WEEK - (DAYS)

	Agts		Emps	
	#	%	#	%
No Provision	5	3.70	665	5.04
4 days per week	2	1.48	50	0.38
4.5 days per week	1	0.74	70	0.53
5 days per week	105	77.78	8,968	67.97
6 days per week	6	4.44	1,217	9.22
7 days per week	1	0.74	8	0.06
Work days vary for different groups of employees	11	8.15	1,761	13.35
Work days vary for different seasons or other periods	1	0.74	0	0.00
Work days not specified or cannot be determined	3	2.22	455	3.45

TABLE 28:

NORMAL DAILY HOURS

	Agts		Emps	
	#	%	#	%
Number of hours not stated	6	4.44	557	4.22
7 hours per day	2	1.48	95	0.72
7 hours and 30 minutes per day	9	6.67	284	2.15
7 hours and 45 minutes per day	2	1.48	122	0.92
8 hours per day	77	57.04	8,727	66.14
8 hours and 30 minutes per day	2	1.48	27	0.20
9 hours per day	6	4.44	287	2.18
10 hours per day	3	2.22	133	1.01
Irregular daily hours	2	1.48	38	0.29
Daily hours vary for different groups of employees	19	14.07	2,104	15.95
Daily hours vary fo different seasons or other periods	4	2.96	400	3.03
Daily hours change during term of agreement	1	0.74	80	0.61
Number of hours per day not specified or cannot be determined	2	1.48	340	2.58

TABLE 29:

NORMAL WORK WEEK (HOURS)

	Agts		Emps	
	#	%	#	%
Number of hours not stated	7	5.19	767	5.81
35 hours per week	2	1.48	95	0.72
36 hours per week	1	0.74	70	0.53
37 hours and 30 minutes per week	9	6.67	284	2.15
38 hours and 45 minutes per week	2	1.48	122	0.92
39 hours per week	2	1.48	38	0.29
40 hours per week	76	56.30	8,008	60.69

TABLE 29:

NORMAL WORK WEEK (HOURS) (Cont'd)

	Agts		Emps	
	#	%	#	%
42 hours per week	1	0.74	36	0.27
42 hours and 30 minutes per week	2	1.48	27	0.20
45 hours per week	7	5.19	462	3.50
48 hours per week	6	4.44	1,217	9.22
Irregular work hours	1	0.74	101	0.77
Weekly hours vary for different groups of employees	14	10.37	1,452	11.01
Weekly hours vary for different seasons or other periods	1	0.74	65	0.49
Weekly hours change during term of agreement	1	0.74	80	0.61
Number of hours per day not specified or cannot be determined	3	2.22	370	2.80

TABLE 30:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
No Provision	131	97.04	12,524	94.92
Five day week, variable starting and quitting time	1	0.74	70	0.53
Compressed work week with stated hours	2	1.48	500	3.79
Short work week in part of the operation	1	0.74	100	0.76

TABLE 31:

NORMAL WEEKLY METHOD OPERATIONS - EMPLOYER

	Agts		Emps	
	#	%	#	%
No Provision	10	7.41	1,301	9.86
1 shift 4 days per week	2	1.48	50	0.38
1 shift 5 days per week	27	20.00	794	6.02
1 shift 6 days per week	7	5.19	173	1.31
1 shift 7 days per week	3	2.22	98	0.74
2 shifts 5 days per week	12	8.89	553	4.19
2 shifts 6 days per week	4	2.96	510	3.87
2 shifts 7 days per week	1	1.35	40	1.39
3 shifts 5 days per week	27	20.00	2,213	16.77
3 shifts 6 days per week	7	5.19	1,021	7.74
3 shifts 7 days per week	33	24.44	5,947	45.07
Other	3	2.22	534	4.05

TABLE 32:

DISTRIBUTION OF WORK DURING SLACK PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	133	98.52	13,187	99.95
Other	2	1.48	7	0.05

TABLE 33:

OVERTIME PAY - AFTER NORMAL DAILY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	13	9.63	1,206	9.14
Straight time followed by a higher rate	2	1.48	45	0.34
Time and one-half	86	63.70	9,175	69.54
Time and one-half followed by a higher rate	31	22.96	2,643	20.03
Double time	1	0.74	101	0.77
Other	2	1.48	24	0.18

TABLE 34:

OVERTIME PAY - AFTER NORMAL WEEKLY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	24	17.78	2,070	15.69
Straight time followed by a higher rate	1	0.74	20	0.15
Time and one-half	90	66.67	9,503	72.03
Time and one-half followed by a higher rate	18	13.33	1,485	11.26
Double time	1	0.74	101	0.77
Other	1	0.74	15	0.11

TABLE 35:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	31	22.96	2,484	18.83
Time and one-half	65	48.15	7,906	59.92
Time and one-half followed by a higher rate	28	20.74	2,185	16.56
Double time	10	7.41	604	4.58
Other	1	0.74	15	0.11

TABLE 36:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	21	15.56	1,644	12.46
Time and one-half	19	14.07	4,065	30.81
Time and one-half followed by a higher rate	7	5.19	1,090	8.26
Double time	84	62.22	6,280	47.60
Other	4	2.96	115	0.87

TABLE 37:

TIME-OFF IN LIEU OF OVERTIME PAY

	Agts		Emps	
	#	%	#	%
No Provision	116	85.93	11,858	89.87
Time-off in lieu of overtime pay	14	10.37	527	3.99
Banking of overtime credits for cumulative time of	3	2.22	396	3.00
Combination of time off in lieu and/or banking of overtime credits	2	1.48	413	3.13

TABLE 38:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	81	60.00	5,927	44.92
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	17	12.59	4,044	30.65
Employee has the right to refuse overtime as long as he has a sufficient reason to do so	11	8.15	843	6.39
Employee has the right to refuse overtime when others are available to do the work	7	5.19	315	2.39
Overtime is mandatory in cases of emergency	5	3.70	445	3.37
Overtime mandatory-specific provision	4	2.96	612	4.64
Right to refuse overtime - specific period of compulsory overtime	4	2.96	628	4.76
Overtime is compulsory in special circumstances	5	3.70	340	2.58
Other	1	0.74	40	0.30

TABLE 39:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	70	51.85	4,548	34.47
Overtime is equitably distributed among employees on a plant-wide basis	3	2.22	121	0.92
Overtime is equitably distributed among employees within a department	7	5.19	848	6.43
Overtime is equitably distributed among employees within an occupation and/or wage bracket, etc.	28	20.74	2,006	15.20
Combination of plant-wide, occupation and/or wage bracket, etc.	3	2.22	355	2.69
Combination of department, occupation and/or wage bracket, etc.	7	5.19	2,962	22.45
Overtime is equitably distributed but preference on a seniority basis is given to senior employees	11	8.15	2,022	15.33
Overtime is equitably distributed but basis is impossible to determine	4	2.96	113	0.86
Other	2	1.48	219	1.66

TABLE 40:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
No Provision	133	98.52	12,534	95.00
$.18 per hour	1	0.74	600	4.55
$.75 per hour	1	0.74	60	0.45

TABLE 41:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
No Provision	127	94.07	9,724	73.70
$.20 per hour	1	0.74	600	4.55
$.50 per hour	4	2.96	2,680	20.31
$1.00 per hour	1	0.74	60	0.45
1.5 time rate payment	1	0.74	35	0.27
2.0 time rate payment	1	0.74	95	0.72

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	55	40.74	3,809	28.87
$.10 per hour	3	2.22	261	1.98
$.12 per hour	1	0.74	400	3.03
$.15 per hour	5	3.70	276	2.09
$.17 per hour	1	0.74	225	1.71
$.18 per hour	2	1.48	450	3.41
$.20 per hour	15	11.11	3,384	25.65
$.24 per hour	1	0.74	23	0.17
$.25 per hour	7	5.19	329	2.49
$.26 per hour	1	0.74	22	0.17
$.28 per hour	2	1.48	306	2.32
$.29 per hour	1	0.74	65	0.49
$.30 per hour	11	8.15	1,251	9.48
$.35 per hour	4	2.96	187	1.42
$.37 per hour	1	0.74	48	0.36
$.40 per hour	5	3.70	360	2.73
$.47 per hour	1	0.74	350	2.65
$.50 per hour	2	1.48	85	0.64
$.55 per hour	2	1.48	198	1.50
$.57 per hour	1	0.74	150	1.14
$.60 per hour	1	0.74	50	0.38
$2.00 per shift	1	0.74	40	0.30
3% of wages	1	0.74	30	0.23
8% of wages	1	0.74	17	0.13
10% of wages	2	1.48	28	0.21
15% of wages	1	0.74	18	0.14
Combination of cents per hour and time differential	1	0.74	30	0.23
Provision exists, but amount of premium not specified	2	1.48	386	2.93
Other	4	2.96	416	3.15

TABLE 43:

SHIFT PREMIUM - (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
No Provision	73	54.07	5,373	40.72
$.10 per hour	1	0.74	46	0.35
$.15 per hour	1	0.74	175	1.33
$.18 per hour	2	1.48	190	1.44
$.19 per hour	1	0.74	400	3.03
$.20 per hour	9	6.67	753	5.71
$.22 per hour	1	0.74	225	1.71
$.23 per hour	1	0.74	40	0.30
$.24 per hour	1	0.74	23	0.17
$.25 per hour	9	6.67	2,764	20.95

TABLE 43:

SHIFT PREMIUM - (THIRD SHIFT) (Cont'd)

	Agts		Emps	
	#	%	#	%
$.30 per hour	5	3.70	397	3.01
$.32 per hour	1	0.74	257	1.95
$.33 per hour	1	0.74	0	0.00
$.35 per hour	7	5.19	930	7.05
$.37 per hour	1	0.74	65	0.49
$.40 per hour	4	2.96	539	4.09
$.45 per hour	3	2.22	56	0.42
$.48 per hour	1	0.74	48	0.36
$.50 per hour	3	2.22	225	1.71
$.70 per hour	1	0.74	50	0.38
$.75 per hour	2	1.48	198	1.50
$2.00 per shift	1	0.74	40	0.30
5% of wages	1	0.74	30	0.23
10% of wages	1	0.74	12	0.09
Provision exists, but amount of premium not specified or cannot be determined	1	0.74	32	0.24
Other	3	2.22	326	2.47

TABLE 44:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	132	97.78	12,996	98.50
$.20 per hour	1	0.74	95	0.72
$.24 per hour	1	0.74	35	0.27
5% of wages	1	0.74	68	0.52

TABLE 45:

PREMIUM PAY FOR HAZARDOUS WORK

	Agts		Emps	
	#	%	#	%
No Provision	125	92.59	11,972	90.74
$.10 per hour	1	0.74	25	0.19
$.15 per hour	1	0.74	5	0.04
$.50 per hour	4	2.96	877	6.65
$.75 per hour	1	0.74	40	0.30
$.85 per hour	1	0.74	20	0.15
1.13 time differential	1	0.74	220	1.67
Combination of cents per hour and time differential	1	0.74	35	0.27

TABLE 46:

PREMIUM PAY FOR DIRTY WORK

	Agts		Emps	
	#	%	#	%
No Provision	124	91.85	11,716	88.80
$.15 per hour	1	0.74	144	1.09
$.20 per hour	2	1.48	190	1.44
$.25 per hour	1	0.74	350	2.65
$.30 per hour	1	0.74	90	0.68
$.35 per hour	1	0.74	300	2.27
$.60 per hour	1	0.74	50	0.38
$.65 per hour	2	1.48	122	0.92
$1.00 per hour	1	0.74	12	0.09
1.25 time differential	1	0.74	220	1.67

TABLE 47:

PAY GUARANTEES - GUARANTEED EMPLOYMENT OR EARNINGS

	Agts		Emps	
	#	%	#	%
No Provision	119	88.15	12,183	92.34
Weekly work or wage guarantee	16	11.85	1,011	7.66

TABLE 48:

REPORTING PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	67	49.63	4,266	32.33
Two hours of work	10	7.41	1,658	12.57
Three hours of work	4	2.96	578	4.38
Four hours of work	41	30.37	3,442	26.09
Six hours of work	2	1.48	269	2.04
Seven hours of work	1	0.74	60	0.45
Eight hours of work	3	2.22	65	0.49
Guarantee varies depending on whether or not employee is put to work	7	5.19	2,856	21.65

TABLE 49:

CALL-IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	38	28.15	2,181	16.53
Straight time for 2 hours	2	1.48	80	0.61
Straight time for 3 hours	10	7.41	780	5.91
Straight time for 3 hours followed by time and one-half	1	0.74	35	0.27
Straight time for 3 hours followed by applicable overtime rate	2	1.48	312	2.36
Straight time for 4 hours	24	17.78	1,908	14.46
Straight time for 4 hours followed by time and one-half	15	11.11	3,518	26.66
Straight time for 4 hours followed by double time	1	0.74	30	0.23
Straight time for 4 hours followed by applicable overtime rate	11	8.15	906	6.87
Straight time for 5 hours followed by time and one-half	2	1.48	353	2.68
Straight time for 6 hours	1	0.74	350	2.65
Straight time for 6 hours followed by time and one-half	3	2.22	463	3.51
Time and one-half for 2 hours	2	1.48	101	0.77
Time and one-half for 3 hours	3	2.22	97	0.74
Time and one-half for 4 hours	2	1.48	1,000	7.58
Time and one-half for 4 hours followed by straight time	1	0.74	257	1.95
Double time for 3 hours	1	0.74	60	0.45
Double time for 5 hours	1	0.74	27	0.20
Applicable overtime rate for 0 hours	4	2.96	136	1.03
Applicable overtime rate for 2 hours	2	1.48	81	0.61
Applicable overtime rate for 3 hours	2	1.48	31	0.23
Applicable overtime rate for 4 hours	6	4.44	476	3.61
Applicable overtime rate for 4 hours followed by the applicable overtime rate	1	0.74	12	0.09

TABLE 50:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
No Provision	121	89.63	11,596	87.89
Two hours pay or less	1	0.74	115	0.87
More than two hours pay but less than four	2	1.48	136	1.03
More than four hours pay	3	2.22	370	2.80
Flat amount per hour	1	0.74	30	0.23
Flat amount per day	1	0.74	40	0.30
Percentage of hourly rate	1	0.74	400	3.03
Other	5	3.70	507	3.84

TABLE 51:

PAY GUARANTEE DURING MACHINERY BREAKDOWNS OR ADVERSE WEATHER CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	125	92.59	11,358	86.08
Compensation for full shift - machinery breakdown	1	0.74	100	0.76
Compensation for one-half shift - machinery breakdown	2	1.48	180	1.36
Combination for one-half shift - machinery breakdown and weather conditions	2	1.48	570	4.32
Other	5	3.70	986	7.47

TABLE 52:

TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
No Provision	135	100.00	13,194	100.00

TABLE 53:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	133	98.52	12,878	97.60
Paid travel time	1	0.74	16	0.12
Paid transportation or allowance	1	0.74	300	2.27

TABLE 54:

TRAVEL ALLOWANCE OR TRANSPORTATION - SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
No Provision	121	89.63	12,170	92.24
Paid travel time	3	2.22	185	1.40
Paid transportation or allowance	11	8.15	839	6.36

TABLE 55:

TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	112	82.96	11,128	84.34
Travel pay provision	1	0.74	65	0.49
Meal allowance	3	2.22	130	0.99
Transportation allowance	1	0.74	32	0.24
Any combination of travel pay, meal, lodging, transportation and/or daily allowance	18	13.33	1,839	13.94

TABLE 56:

MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	Agts		Emps	
	#	%	#	%
No Provision	125	92.59	12,675	96.07
$.23 per mile	1	0.74	95	0.72
$.26 per mile	1	0.74	26	0.20
$.27 per mile	2	1.48	165	1.25
$.28 per mile	1	0.74	16	0.12
$.30 per mile	2	1.48	25	0.19
$.35 per mile	1	0.74	156	1.18
$.45 per mile	1	0.74	16	0.12
Other	1	0.74	20	0.15

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
No Provision	5	3.70	995	7.54
5 full holidays	1	0.74	15	0.11
6 full holidays	1	0.74	100	0.76
8 full holidays	8	5.93	3,345	25.35
9 full holidays	37	27.41	2,498	18.93
9 full holidays and 1 half holiday	2	1.48	106	0.80
10 full holidays	43	31.85	2,822	21.39
10 full holidays and 1 half holiday	2	1.48	51	0.39
10 full holidays and 2 half holidays	1	0.74	10	0.08
11 full holidays	23	17.04	1,902	14.42
11 full holidays and 1 half holiday	1	0.74	150	1.14
11 full holidays and 2 half holidays	1	0.74	2	0.02
12 full holidays	6	4.44	536	4.06
12 full holidays and 3 half holidays	1	0.74	20	0.15
13 full holidays	2	1.48	480	3.64
14 full holidays	1	0.74	162	1.23

TABLE 58:

ELIGIBILITY FOR PAID HOLIDAYS - MINIMUM SERVICE

	Agts		Emps	
	#	%	#	%
No Provision	91	67.41	8,955	67.87
30 calendar days	15	11.11	1,700	12.88
45 calendar days	1	0.74	144	1.09
60 calendar days	1	0.74	0	0.00
5 working days	2	1.48	273	2.07
10 working days	2	1.48	75	0.57
15 working days	4	2.96	362	2.74
30 working days	7	5.19	456	3.46
45 working days	1	0.74	54	0.41
60 working days	2	1.48	422	3.20
65 working days	1	0.74	60	0.45
4 weeks	4	2.96	131	0.99
12 weeks	2	1.48	500	3.79
26 weeks	1	0.74	50	0.38
Provision exists, but length of service required not specified or cannot be determined	1	0.74	12	0.09

TABLE 59:

WORK PERFORMANCE FOR PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	29	21.48	1,567	11.88
Employee must have worked both the last working day before and the next working day after	100	74.07	11,060	83.83
Employee must have worked either the last working day before or the next working day after	2	1.48	140	1.06
Must work specified length of time during the week, pay period, etc. prior to or in week holiday falls	3	2.22	397	3.01
Other	1	0.74	30	0.23

TABLE 60:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	63	46.67	7,461	56.55
Working day off with pay	12	8.89	925	7.01
Extra days pay	5	3.70	140	1.06
Working day off or extra days pay	6	4.44	685	5.19
Observe on following Monday, preceeding Friday or day proclaimed by government	47	34.81	3,765	28.54
Other	2	1.48	218	1.65

TABLE: 61

PAID HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	51	37.78	6,614	50.13
Working day off with pay	10	7.41	728	5.52
Extra days pay	4	2.96	135	1.02
Working day off or extra days pay	6	4.44	685	5.19
Provision applies to some of the paid statutory holidays or general holidays only	1	0.74	100	0.76
Observe on following Monday, preceeding Friday or day proclaimed by government	61	45.19	4,714	35.73
Other	2	1.48	218	1.65

TABLE 62:

PREMIUM RATES FOR PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	17	12.59	2,044	15.49
Straight time	22	16.30	1,117	8.47
Time and one-half	37	27.41	4,953	37.54
Time and one-half followed by double time	6	4.44	661	5.01
Double time followed by double time and one-half	3	2.22	293	2.22
Double time	47	34.81	3,471	26.31
Double time followed by triple time	1	0.74	257	1.95
Other	2	1.48	398	3.02

TABLE 63:

NUMBER OF NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	132	97.78	12,885	97.66
1 full holiday	2	1.48	9	0.07
Provision exists, but number of paid holidays not specified or cannot be determined	1	0.74	300	2.27

TABLE 64:

PREMIUM RATES FOR NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	134	99.26	12,894	97.73
Time and one-half	1	0.74	300	2.27

TABLE 65:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
No Provision	30	22.22	4,656	35.29
Shut down of plant during vacation period	3	2.22	70	0.53
Any provision conferring any right for the employee to select his vacation	81	60.00	5,808	44.02
Combination of shut down and/or any right for the employee to select his vacation	17	12.59	2,280	17.28
Shut down of the plant at employer option	4	2.96	380	2.8

TABLE 66:

PAID VACATIONS - THREE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	14	10.37	991	7.51
1 year of service	5	3.70	197	1.49
2 years of service	2	1.48	181	1.37
3 years of service	12	8.89	872	6.61
4 years of service	17	12.59	1,621	12.29
5 years of service	66	48.89	7,379	55.93
6 years of service	11	8.15	1,326	10.05
7 years of service	3	2.22	445	3.37
9 years of service	1	0.74	52	0.39
10 years of service	3	2.22	130	0.99
15 years of service	1	0.74	0	0.00

TABLE 67:

PAID VACATIONS - FOUR WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	24	17.78	1,753	13.29
4 years of service	1	0.74	30	0.23
5 years of service	5	3.70	122	0.92
8 years of service	4	2.96	361	2.74
9 years of service	9	6.67	1,531	11.60
10 years of service	22	16.30	961	7.28
11 years of service	6	4.44	390	2.96
12 years of service	26	19.26	4,195	31.79
13 years of service	8	5.93	906	6.87
14 years of service	7	5.19	735	5.57
15 years of service	14	10.37	1,513	11.47
16 years of service	1	0.74	100	0.76
17 years of service	2	1.48	412	3.12
18 years of service	1	0.74	60	0.45
20 years of service	3	2.22	120	0.91
25 years of service	2	1.48	5	0.04

TABLE 68:

PAID VACATIONS - FIVE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	63	46.67	4,891	37.07
12 years of service	1	0.74	7	0.05
14 years of service	1	0.74	68	0.52
15 years of service	5	3.70	413	3.13
17 years of service	1	0.74	156	1.18
18 years of service	2	1.48	115	0.87
19 years of service	1	0.74	0	0.00
20 years of service	27	20.00	2,899	21.97
21 years of service	8	5.93	2,872	21.77
22 years of service	9	6.67	547	4.15
23 years of service	5	3.70	69	0.52
24 years of service	4	2.96	640	4.85
25 years of service	3	2.22	95	0.72
26 years of service	1	0.74	36	0.27
28 years of service	1	0.74	13	0.10
30 years of service	3	2.22	373	2.83

TABLE 69:

PAID VACATIONS - SIX WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	106	78.52	8,115	61.51
20 years of service	3	2.22	253	1.92
25 years of service	3	2.22	111	0.84
27 years of service	8	5.93	1,083	8.21
28 years of service	1	0.74	257	1.95
29 years of service	1	0.74	5	0.04
30 years of service	10	7.41	3,017	22.87
35 years of service	3	2.22	353	2.68

TABLE 70:

PAID VACATIONS - SEVEN WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	127	94.07	10,183	77.18
2 years of service	1	0.74	40	0.30
25 years of service	1	0.74	144	1.09
35 years of service	6	4.44	2,827	21.43

TABLE 71:

PAID VACATIONS - EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	135	100.00	13,194	100.00

TABLE 72:

PAID VACATION MORE THAN EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	135	100.00	13,194	100.00

TABLE 73:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	77	57.04	8,264	62.63
With limit	6	4.44	371	2.81
Carry-over specifically prohibited	50	37.04	4,288	32.50
Other	2	1.48	271	2.05

TABLE 74:

EXTENDED VACATION PLANS

	Agts		Emps	
	#	%	#	%
No Provision	122	90.37	11,951	90.58
Vacation extended at regular intervals of years service	1	0.74	90	0.68
Vacation extended in certain anniversary employment years	2	1.48	100	0.76
Vacation extended if regular allowance taken in specified period of time of year	3	2.22	181	1.37
Vacation extended for employees of pre-retirment age	4	2.96	762	5.78
Other	3	2.22	110	0.83

TABLE 75:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
No Provision	112	82.96	8,655	65.60
Provision for vacation bonus	14	10.37	3,471	26.31
Provision for year end bonus or Christmas bonus	9	6.67	1,068	8.09

TABLE 76:

STATUTORY HOLIDAYS FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
No Provision	56	41.48	4,372	33.14
Another working day off with pay	34	25.19	3,278	24.84
Extra days pay	10	7.41	448	3.40
Either working day off with pay or extra days pay	34	25.19	5,028	38.11
Other	1	0.74	68	0.52

TABLE 77:

PAY IN LIEU OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	123	91.11	12,152	92.10
Provision exists	12	8.89	1,042	7.90

TABLE 78:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	13	9.63	1,058	8.02
1 day	1	0.74	12	0.09
2 days	7	5.19	731	5.54
3 days	75	55.56	7,603	57.62
4 days	9	6.67	757	5.74
5 days	20	14.81	2,137	16.20
6 days	1	0.74	4	0.03
Not specified or cannot be determined	3	2.22	125	0.95
Other	6	4.44	767	5.81

TABLE 79:

PAID LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	73	54.07	8,087	61.29
1 day	38	28.15	2,616	19.83
2 days	2	1.48	151	1.14
3 days	19	14.07	2,255	17.09
Other	3	2.22	85	0.64

TABLE 80:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
No Provision	133	98.52	13,149	99.66
1 day	1	0.74	42	0.32
3 days	1	0.74	3	0.02

TABLE 81:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL)

	Agts		Emps	
	#	%	#	%
No Provision	133	98.52	13,039	98.83
1 day	2	1.48	155	1.17

TABLE 82:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
No Provision	131	97.04	12,846	97.36
5 days	1	0.74	36	0.27
Additional weeks if required	2	1.48	257	1.95
Provision exists, but not specified or cannot be determined if paid or unpaid	1	0.74	55	0.42

TABLE 83:

PAID JURY DUTY

	Agts		Emps	
	#	%	#	%
No Provision	54	40.00	4,138	31.36
Employee receives regular pay plus jury duty fees	1	0.74	7	0.05
Employee receives the difference between regular pay and jury fees	70	51.85	8,346	63.26
Employee receives part of the difference between regular pay and jury fees	1	0.74	40	0.30
Employee receives regular pay	6	4.44	418	3.17
Provision exists, but amount of pay not specified or cannot be determined	3	2.22	245	1.86

TABLE 84:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
No Provision	116	85.93	10,463	79.30
Employee receives regular pay	5	3.70	401	3.04
Provision exists, but no mention whether leave is paid or unpaid	5	3.70	531	4.02
Unpaid leave of absence	3	2.22	580	4.40
Leave of absence for writing examinations, whether paid or unpaid	6	4.44	1,219	9.24

TABLE 85:

SABBATICAL LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	135	100.00	13,194	100.00

TABLE 86:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	57	42.22	7,103	53.84
Provision for unpaid leave of absence	67	49.63	5,528	41.90
Provision for leave of absence, but not mentioned if paid or unpaid	10	7.41	523	3.96
Full time union job - unpaid	1	0.74	40	0.30

TABLE 87:

LEAVE OF ABSENCE FOR PERSONAL REASONS - UNPAID

	Agts		Emps	
	#	%	#	%
No Provision	72	53.33	7,923	60.05
1 month	5	3.70	419	3.18
2 months	2	1.48	165	1.25
3 months	4	2.96	214	1.62
6 months	1	0.74	125	0.95
12 months	2	1.48	88	0.67
Less than one month	5	3.70	877	6.65
Unspecified or cannot be determined	44	32.59	3,383	25.64

TABLE 88:

REHABILITATION - ALCOHOLISM/DRUGS

	Agts		Emps	
	#	%	#	%
No Provision	115	85.19	8,912	67.55
Provision	20	14.81	4,282	32.45

TABLE 89:

MATERNITY LEAVE - SERVICE REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No Provision	118	87.41	11,576	87.74
6 months of service the employee must complete to qualify for maternity leave	2	1.48	228	1.73
9 months of service the employee must complete to qualify for maternity leave	1	0.74	40	0.30
12 months of service the employee must complete to qualify for maternity leave	14	10.37	1,350	10.23

TABLE 90:

MATERNITY LEAVE - LENGTH OF

	Agts		Emps	
	#	%	#	%
No Provision	111	82.22	10,601	80.35
15 weeks granted for maternity leave	1	0.74	350	2.65
16 weeks granted for maternity leave	1	0.74	0	0.00
17 weeks granted for maternity leave	13	9.63	1,234	9.35
24 weeks granted for maternity leave	1	0.74	30	0.23
26 weeks granted for maternity leave	5	3.70	632	4.79
52 weeks granted for maternity leave	3	2.22	347	2.63

TABLE 91:

MATERNITY LEAVE - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	114	84.44	11,069	83.89
Seniority retained up to time maternity leave begins	19	14.07	2,088	15.83
Seniority accumulates during entire maternity leave	2	1.48	37	0.28

TABLE 92:

MATERNITY LEAVE - PAY

	Agts		Emps	
	#	%	#	%
No Provision	117	86.67	11,679	88.52
Leave of absence with loss of pay	12	8.89	1,240	9.40
Leave of absence - weekly indemnity or group insurance plan	2	1.48	70	0.53
Unemployment insurance maternity benefits only	3	2.22	165	1.25
Provision mentioned, details not specified cannot be determined	1	0.74	40	0.30

TABLE 93:

MEAL ALLOWANCE - (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	54	40.00	4,628	35.08
$2.25 for meal allowance	1	0.74	83	0.63
$2.75 for meal allowance	1	0.74	49	0.37
$3.50 for meal allowance	1	0.74	12	0.09
$3.75 for meal allowance	1	0.74	12	0.09
$4.00 for meal allowance	1	0.74	54	0.41
$6.00 for meal allowance	1	0.74	225	1.71
Paid meal period	13	9.63	1,022	7.75
Combination of meal allowance and/or paid meal period	1	0.74	8	0.06
Employee works beyond his scheduled hours or for special circumstances	59	43.70	6,954	52.71
Other	2	1.48	147	1.11

TABLE 94:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
No Provision	115	85.19	10.937	82.89
One period of 5 minutes duration	10	7.41	954	7.23
One period of 10 minutes duration	2	1.48	640	4.85
One period of 30 minutes duration	1	0.74	228	1.73
Two periods of 2 minutes duration	1	0.74	0	0.00
Two periods of 5 minutes duration	3	2.22	67	0.51
Two periods of 15 minutes duration	1	0.74	23	0.17
Two periods of 20 minutes duration	1	0.74	125	0.95
Other	1	0.74	220	1.67

TABLE 95:

REST PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	51	37.78	6,588	49.93
One a day 10 minutes	4	2.96	155	1.17
Once a day 20 minutes	2	1.48	48	0.36
Twice a day 18 minutes	1	0.74	5	0.04
Twice a day 20 minutes	30	22.22	2,103	15.94
Twice a day 30 minutes	27	20.00	2,481	18.80
Twice a day 40 minutes	1	0.74	100	0.76
Three times a day 30 minutes	6	4.44	480	3.64
Three times a day 36 minutes	1	0.74	257	1.95
Three times a day 45 minutes	7	5.19	767	5.81
Time not stated, or cannot be determined	4	2.96	109	0.83
Other	1	0.74	101	0.77

TABLE 96:

CLOTHING AND UNIFORMS

	Agts		Emps	
	#	%	#	%
No Provision	93	68.89	10,140	76.85
Work clothing and uniform provided by employer at no cost to employee	11	8.15	674	5.11
Work clothing and uniform provided at some cost to the employee	10	7.41	500	3.79
Monetary allowance provided for purchase of work clothing	4	2.96	640	4.85
Provided and replaced by employer	1	0.74	60	0.45
Combination of at no cost, some cost, replaced no cost, some cost, monetary allowance, provided and replaced	15	11.11	1,080	8.19
Provision exists, details not specified or cannot be determined	1	0.74	100	0.76

TABLE 97:

SAFETY AND PROTECTIVE CLOTHING

	Agts		Emps	
	#	%	#	%
No Provision	53	39.26	3,540	26.83
Safety equipment supplied at no cost to employee	30	22.22	2,462	18.66
Safety equipment supplied at some cost to employee	3	2.22	379	2.87
Monetary allowance provided for purchase of safety equipment	15	11.11	1,617	12.26
Provided and replaced by employer	4	2.96	157	1.19
Safety equipment supplied/no cost/some cost/monetary allowance/replacement/some cost/no cost	28	20.74	4,859	36.83
Provision exists, no details given	2	1.48	180	1.36

TABLE 98:

ALLOWANCE FOR TOOLS

	Agts		Emps	
	#	%	#	%
No Provision	113	83.70	11,197	84.86
Tools supplied at no cost to employee	8	5.93	402	3.05
Tools replaced at no cost to employee	1	0.74	95	0.72
Monetary allowance provided for purchase of tools	6	4.44	853	6.47
Provided and replaced by employer	3	2.22	275	2.08
Combination of supplied at no cost, some cost, replaced at no cost, some cost, allowance for, provided & replaced	4	2.96	372	2.82

TABLE 99:

TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	92	68.15	6,450	48.89
Training on the job	12	8.89	1,152	8.73
Apprenticeship program	14	10.37	3,968	30.07
Tuition and financial assistance	2	1.48	130	0.99
Combination of training on the job and/or apprenticeship program	7	5.19	630	4.77
Combination of apprenticship program and/or tuition and financial assistance	2	1.48	118	0.89
Combination of training on the job, apprenticeship program and/or tuition and financial assistance	4	2.96	616	4.67
Provision exists, but no details given	2	1.48	130	0.99

TABLE 100:

HEALTH AND/OR SAFETY COMMITTEES

	Agts		Emps	
	#	%	#	%
No Provision	29	21.48	1,962	14.87
Provision exists for safety program	38	28.15	2,821	21.38
Safety committee	40	29.63	5,681	43.06
Pay for safety committee	3	2.22	170	1.29
Combination of safety program, safety committee and/or pay for safety committee	24	17.78	2,505	18.99
Provision exists, no details given	1	0.74	55	0.42

TABLE 101:

ATTENDANCE OR CONTINUOUS SERVICE BONUS (LONGEVITY PAY)

	Agts		Emps	
	#	%	#	%
No Provision	133	98.52	12,968	98.29
$.25 per hour	1	0.74	156	1.18
$.45 per hour	1	0.74	70	0.53

TABLE 102:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
No Provision	135	100.00	13,194	100.00

TABLE 103:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
No Provision	128	94.81	12,429	94.20
Moonlighting permitted with restrictions other than interfering with regular work of employees	5	3.70	740	5.61
Moonlighting prohibited	2	1.48	25	0.19

TABLE 104:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
No Provision	106	78.52	7.748	58.72
Contracting-out permitted	5	3.70	820	6.21
Contracting-out prohibited	5	3.70	227	1.72
Employer cannot contract-out work which will lead to lay-off or failure to recall members of bargaining unit	11	8.15	1,173	8.89
Combination of non-union employer and/or lay-off or failure to recall members of bargaining unit	1	0.74	350	2.65
Prohibited except on specialized jobs	3	2.22	2,705	20.50
Provision exists, but no details given	1	0.74	65	0.49
Other	3	2.22	106	0.80

TABLE 105:

RE-OPENER CLAUSE

	Agts		Emps	
	#	%	#	%
No Provision	126	93.33	12,612	95.59
Wage re-opener	4	2.96	237	1.80
Non-wage re-opener clause only	1	0.74	27	0.20
Combination of wage re-opener and/or non-wage re-opener only	2	1.48	241	1.83
Provision exists no details given	1	0.74	45	0.34
Other	1	0.74	32	0.24

TABLE 106:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
No Provision	121	89.63	8,830	66.92
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs	1	0.74	2,500	18.95
Provision for transfer of older and/or handicapped workers to light or more suitable jobs if available	12	8.89	1,702	12.90
Combination of transfer, transfer if available, retraining and/or special seniority rights in lay-off and recall	1	0.74	162	1.23

TABLE 107:

LABOUR AND MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	101	74.81	10,161	77.01
Provision exists	34	25.19	3,033	22.99

TABLE 108:

BULLETIN BOARDS

	Agts		Emps	
	#	%	#	%
No Provision	31	22.96	2,188	16.58
Provision exists	104	77.04	11,006	83.42

TABLE 109:

EQUAL PAY FOR EQUAL WORK

	Agts		Emps	
	#	%	#	%
No Provision	133	98.52	10,094	76.50
Provision exists	2	1.48	3,100	23.50

TABLE 110:

NON-DISCRIMINATION

	Agts		Emps	
	#	%	#	%
No Provision	54	40.00	4,894	37.09
Union membership	29	21.48	2,744	20.80
Race, religion, sex, age	1	0.74	40	0.30
Race, religion, union membership	6	4.44	304	2.30
Race, religion, union membership, sex	2	1.48	110	0.83
Race, religion, union membership, sex, age	5	3.70	94	0.71
Race, religion, nationality, union membership	1	0.74	60	0.45
Race, religion, nationality, sex	6	4.44	661	5.01
Race, religion, nationality, union membership, sex	9	6.67	628	4.76
Race, religion, nationality, union membership, sex, age	5	3.70	255	1.93
Race, religion, nationality, sex, age	2	1.48	82	0.62
Race, religion, union membership, marital status	1	0.74	11	0.08
Race, religion, union membership, age, sex, marital status	1	0.74	162	1.23
Race, religion, nationality, marital status	2	1.48	179	1.36
Race, religion, nationality, union membership, sex, age, marital status	6	4.44	2,717	20.59
Race, religion, nationality, union membership, sex, marital status	3	2.22	140	1.06
Other	2	1.48	113	0.86

TABLE 111:

WORKERS COMPENSATION

	Agts		Emps	
	#	%	#	%
No Provision	95	70.37	8,539	64.72
Compensation payable is the difference between worker's compensation and regular salary	20	14.81	2,714	20.57
Compensation while injured employee claim is being settled by Worker's Compensation Board	1	0.74	150	1.14
Other form of supplementary payment	1	0.74	225	1.71
Full compensation by employer, when off work due to injury on the job	2	1.48	94	0.71
Provision exists, no details given	16	11.85	1,472	11.16

TABLE 112:

PART TIME EMPLOYEES - NORMAL WORK WEEK - DAYS PER WEEK

	Agts		Emps	
	#	%	#	%
No Provision	130	96.30	12,925	97.96
Provision exists, no details given	5	3.70	269	2.04

TABLE 113:

DAILY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	130	96.30	12,925	97.96
Provision exists, no details given	5	3.70	269	2.04

TABLE 114:

WEEKLY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	129	95.56	12,880	97.62
24 hours	3	2.22	212	1.61
Provision exists, no details given	3	2.22	102	0.77

TABLE 115:

HEALTH, WELFARE, SICK LEAVE, PENSION - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	133	98.52	12,927	97.98
Provision for pension benefits	1	0.74	42	0.32
Provision exists, but no details given	1	0.74	225	1.71

TABLE 116:

PART TIME EMPLOYEES - VACATION BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	130	96.30	12,800	97.01
Pro-rated vacation for part timers	5	3.70	394	2.99

TABLE 117:

PART TIME EMPLOYEES - PAID HOLIDAYS - STATUTORY

	Agts		Emps	
	#	%	#	%
No Provision	132	97.78	12,827	97.22
Pro-rated paid statutory holidays	3	2.22	367	2.78

TABLE 118:

PART TIME EMPLOYEES - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	133	98.52	12,915	97.89
Seniority provisions for full-time workers - explicitly apply to part time workers	2	1.48	279	2.11

TABLE 119:

COLA (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
No Provision	115	85.19	11,055	83.79
Provision exists - is effective during agreement	19	14.07	1,995	15.12
Provision exists - to be implemented at a late date	1	0.74	144	1.09

TABLE 120:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
No Provision	115	85.19	11,055	83.79
Automatic quarterly adjustments	9	6.67	772	5.85
Automatic semi-annual adjustments	1	0.74	68	0.52
Automatic annual adjustments	1	0.74	30	0.23
One adjustment during term of agreement	3	2.22	208	1.58
Adjustments tied to a specific amount of the change in the consumer price index	6	4.44	1,061	8.04

TABLE 121:

AMOUNT OF COLA ADJUSTMENTS

	Agts		Emps	
	#	%	#	%
No cost of living provision	115	85.19	11,055	83.79
0 cents per hour adjustment for each .3 point change in C.P.I.	6	4.44	565	4.28
0 cents per hour adjustment for each 3.5 point change in C.P.I.	1	0.74	130	0.99
20.5 dollars per week adjustment for each .7 point change in C.P.I.	1	0.74	68	0.52
.1 percent adjustment in wages for each 1.0 percent change in C.P.I.	5	3.70	448	3.40
0 cents per hour adjustment for each .4 percent change in C.P.I.	1	0.74	600	4.55
0 cents per hour adjustment for each .6 percent change in .C.P.I.	2	1.48	150	1.14
Weekly adjustments that cannot be easily tabulated	1	0.74	10	0.08
Monthly adjustments that cannot be easily tabulated	2	1.48	113	0.86
Other	1	0.74	55	0.42

TABLE 122:

TECHNOLOGICAL CHANGE - ADVANCE NOTICE

	Agts		Emps	
	#	%	#	%
No Provision	105	77.78	7,529	57.06
1 month	3	2.22	361	2.74
3 months	8	5.93	746	5.65
4 months	3	2.22	150	1.14
6 months	2	1.48	26	0.20
12 months	2	1.48	377	2.86
Less than one months notice	1	0.74	400	3.03
Provision exists, but no details given	11	8.15	3,605	27.32

TABLE 123:

TECHNOLOGICAL CHANGE - CONSULTATION

	Agts		Emps	
	#	%	#	%
No Provision	107	79.26	7,460	56.54
Provision exists	28	20.74	5,734	43.46

TABLE 124:

TECHNOLOGICAL CHANGE - TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	113	83.70	8,666	65.68
Displaced employees provided with on the job training opportunity on new equipment	6	4.44	284	2.15
Displaced employees provided with on the job training opportunity for other job	10	7.41	3,132	23.74
Laid-off employee to receive retraining at employers expense	2	1.48	756	5.73
Provision exists, no details given	1	0.74	220	1.67
Other	3	2.22	136	1.03

TABLE 125:

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCE

	Agts		Emps	
	#	%	#	%
No Provision	133	98.52	13,087	99.19
Employer pays full cost	1	0.74	90	0.68
Flat amount	1	0.74	17	0.13

TABLE 126:

TECHNOLOGICAL CHANGE - NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	127	94.07	9,606	72.81
7 days	1	0.74	225	1.71
90 days	1	0.74	0	0.00
3 months	2	1.48	213	1.61
Period not specified	2	1.48	350	2.65
Provision exists, indefinite or period not specified	2	1.48	2,800	21.22

TABLE 127:

TECHNOLOGICAL CHANGE - RE-OPENER CLAUSE WAGES AND/OR WORKING CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	135	100.00	13,194	100.00

TABLE 128:

TECHNOLOGICAL CHANGE - WORK SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
No Provision	135	100.00	13,194	100.00

TABLE 129:

TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY

	Agts		Emps	
	#	%	#	%
No Provision	126	93.33	11,574	87.72
Some form of wage or employment guarantee - other than S.U.B. or severance pay	8	5.93	1,620	12.28
Other	1	0.74	0	0.00

TABLE 130:

TECHNOLOGICAL CHANGE - LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	131	97.04	10,308	78.13
Committee studies the problems created by technological changes and makes recommendations	2	1.48	373	2.83
Committee has specific administrative function such as-administration of fund, retraining, relocation	1	0.74	2,500	18.95
Combination of studies problems and/or administration of fund, retraining, location	1	0.74	13	0.10

TABLE 131:

BASIC MEDICARE - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	64	47.41	7,130	54.04
50% - employers contribution	21	15.56	1,600	12.13
60% - employers contribution	1	0.74	156	1.18
75% - employers contribution	1	0.74	150	1.14
80% - employers contribution	2	1.48	86	0.65
85% - employers contribution	1	0.74	40	0.30
100% - employers contribution	20	14.81	1,263	9.57
$662	1	0.74	25	0.19
Provision exists, but not specified or cannot be determined	24	17.78	2,744	20.80

TABLE 132:

OTHER HEALTH BENEFITS - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	110	81.48	11,114	84.24
50% - employers contribution	3	2.22	307	2.33
60% - employers contribution	1	0.74	100	0.76
80% - employers contribution	1	0.74	48	0.36
90% - employers contribution	1	0.74	40	0.30
100% - employers contribution	7	5.19	635	4.81
$210	3	2.22	412	3.12
Provision exists, but not specified or cannot be determined	9	6.67	538	4.08

TABLE 133:

ACCIDENTAL DEATH AND DISMEMBERMENT - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No accidential death or dismemberment insurance plan	98	72.59	8,402	63.68
50% of premium paid by employer	5	3.70	508	3.85
60% of premium paid by employer	1	0.74	156	1.18
75% of premium paid by employer	1	0.74	80	0.61
80% of premium paid by employer	1	0.74	48	0.36
100% of premium paid by employer	13	9.63	1,966	14.90
Percentage of premium contributed by employer changes during term of agreement	1	0.74	25	0.19
Amount of employer contribuion not specified or cannot be determined	15	1.11	2,009	15.23

TABLE 134:

AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No accidential death and dismemberment insurance plan	92	68.15	7,805	59.16
$3,500	1	0.74	300	2.27
$8,000	1	0.74	162	1.23
$9,992	1	0.74	100	0.76
$10,000	3	2.22	705	5.34
$11,000	1	0.74	600	4.55
$13,000	1	0.74	130	0.99
$14,000	1	0.74	80	0.61
$15,000	1	0.74	70	0.53
$20,000	3	2.22	135	1.02
$25,000	1	0.74	16	0.12
$28,000	2	1.48	198	1.50
$29,000	1	0.74	100	0.76
$40,000	3	2.22	660	5.00

TABLE 134:

AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
Amount of benefits varies with income	8	5.93	750	5.68
Amount of benefits changes during term of agreement	1	0.74	12	0.09
Amount of benefits not specified or cannot be determined	13	9.63	1,281	9.71
Other	1	0.74	90	0.68

TABLE 135:

AMOUNT OF LIFE INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No life insurance plan	52	38.52	5,457	41.36
$4,000	2	1.48	550	4.17
$8,000	1	0.74	38	0.29
$10,000	5	3.70	841	6.37
$11,000	1	0.74	600	4.55
$13,000	1	0.74	130	0.99
$14,000	1	0.74	80	0.61
$15,000	1	0.74	70	0.53
$16,000	1	0.74	162	1.23
$17,500	1	0.74	25	0.19
$19,000	1	0.74	60	0.45
$20,000	4	2.96	635	4.81
$25,000	4	2.96	453	3.43
$28,000	2	1.48	198	1.50
$29,000	1	0.74	100	0.76
$40,000	1	0.74	150	1.14
Amount of benefits varies with income	7	5.19	671	5.09
Amount of benefit changes during term of agreement	1	0.74	12	0.09
Amount of benefits not specified or cannot be determined	47	34.81	2,872	21.77
Other	1	0.74	90	0.68

TABLE 136:

AMOUNT OF SICK LEAVE

	Agts		Emps	
	#	%	#	%
No provision for paid sick leave	84	62.22	10,003	75.81
1 day granted per year	1	0.74	0	0.00
3 days granted per year	1	0.74	175	1.33
4 days granted per year	8	5.93	233	1.77
5 days granted per year	7	5.19	611	4.63
6 days granted per year	11	8.15	665	5.04
7 days granted per year	1	0.74	48	0.36
8 days granted per year	1	0.74	12	0.09

TABLE 136:

AMOUNT OF SICK LEAVE (Cont'd)

	Agts		Emps	
	#	%	#	%
10 days granted per year	4	2.96	388	2.94
12 days granted per year	3	2.22	28	0.21
15 days granted per year	1	0.74	10	0.08
18 days granted per year	1	0.74	70	0.53
24 days granted per year	1	0.74	83	0.63
Annual allowance varies with length of service	4	2.96	292	2.21
Annual allowance varies for different groups of employees	1	0.74	45	0.34
Paid sick leave exists, but annual allowance not specified or cannot be determined	5	3.70	505	3.83
Other	1	0.74	26	0.20

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	102	75.56	11,325	85.83
Paid sick leave plan exists, but unused allowance not cumulative	3	2.22	100	0.76
10 days maximum accumulation	1	0.74	17	0.13
20 days maximum accumulation	1	0.74	3	0.02
40 days maximum accumulation	1	0.74	20	0.15
50 days maximum accumulation	2	1.48	52	0.39
70 days maximum accumulation	1	0.74	30	0.23
75 days maximum accumulation	1	0.74	83	0.63
Unlimited accumulation, or maximum cannot be determined	6	4.44	331	2.51
Unused sick leave converted to cash at end of calendar year	15	11.11	1,108	8.40
Provision exists, but no details given	2	1.48	125	0.95

TABLE 138:

REIMBURSEMENT FOR UNUSED SICK LEAVE ON RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	124	91.85	12,647	95.85
Paid sick leave plan exists, but no provision for cash payment for unused allowance on retirement	4	2.96	63	0.48
20% of unused sick leave paid to the employee	2	1.48	186	1.41
100% of unused sick leave paid to the employee	3	2.22	100	0.76
Lump sum payment or cash payment	1	0.74	144	1.09
Provision not specified or cannot be determined	1	0.74	54	0.41

TABLE 139:

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT

	Agts		Emps	
	#	%	#	%
No Provision	129	95.56	13,051	98.92
Paid sick leave plan exists, but no provision for cash payment for unused allowance on termination of employment	4	2.96	63	0.48
100% of unused sick leave paid to the employee on termination of his employment	2	1.48	80	0.61

TABLE 140:

EARLY RETIREMENT BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	116	85.93	8,377	63.49
Unreduced basic benefit	3	2.22	278	2.11
Reduced basic benefit	5	3.70	966	7.32
Special monthly pension payments	1	8.15	3,573	27.08

TABLE 141:

MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	69	51.11	7,013	53.15
2 weeks	2	1.48	172	1.30
8 weeks	1	0.74	40	0.30
11 weeks	1	0.74	220	1.67
13 weeks	2	1.48	400	3.03
15 weeks	2	1.48	120	0.91
25 weeks	1	0.74	27	0.20
26 weeks	19	14.07	1,624	12.31
27 weeks	1	0.74	210	1.59
52 weeks	6	4.44	1,277	9.68
219 weeks	1	0.74	600	4.55
Maximum duration of weekly sickness and accident indemnity varies with length of service	4	2.96	280	2.12
Maximum duration of weekly sickness or accident indemnity not specified or cannot be determined	25	18.52	1,185	8.98
Other	1	0.74	26	0.20

TABLE 142:

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	47	34.81	5,244	39.75
$75 per week	1	0.74	0	0.00
$115 per week	1	0.74	400	3.03
$120 per week	1	0.74	400	3.03
$125 per week	1	0.74	50	0.38
$150 per week	3	2.22	515	3.90
$200 per week	2	1.48	290	2.20
$205 per week	1	0.74	130	0.99
$225 per week	1	0.74	600	4.55
$231 per week	1	0.74	38	0.29
$245 per week	1	0.74	95	0.72
$250 per week	2	1.48	173	1.31
$255 per week	1	0.74	40	0.30
$260 per week	1	0.74	26	0.20
$275 per week	1	0.74	30	0.23
$325 per week	1	0.74	60	0.45
Amount of weekly indemnity expressed as a percent of wages	21	15.56	2,322	17.60
Amount of weekly indemnity varies with income	2	1.48	225	1.71
Amount of weekly indemnity varies with length of service	1	0.74	300	2.27
Welfare plan mentioned, but no details given	43	31.85	2,204	16.70
Other	2	1.48	52	0.39

TABLE 143:

LONG TERM DISABILITY - EMPLOYEES CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	112	82.96	10,149	76.92
50% - employers contribution	4	2.96	165	1.25
60% - employers contribution	1	0.74	156	1.18
100% - employers contribution	8	5.93	2,078	15.75
110% - employers contribution	1	0.74	23	0.17
Provision exists, but not specified or cannot be determined	9	6.67	623	4.72

TABLE 144:

AMOUNT OF LONG TERM DISABILITY BENEFIT

	Agts		Emps	
	#	%	#	%
No Provision	98	72.59	9,440	71.55
$70 per week	1	0.74	63	0.48
$100 per week	1	0.74	100	0.76

TABLE 144:

AMOUNT OF LONG TERM DISABILITY BENEFIT

	Agts		Emps	
	#	%	#	%
$125 per week	1	0.74	600	4.55
$175 per week	1	0.74	162	1.23
$250 per week	3	2.22	205	1.55
$327 per week	1	0.74	95	0.72
$375 per week	3	2.22	677	5.13
60% of yearly salary	2	1.48	160	1.21
67% of yearly salary	1	0.74	54	0.41
60% of monthly salary	2	1.48	450	3.41
67% of monthly salary	1	0.74	144	1.09
Plan mentioned by no details given	19	14.07	1,009	7.65
Other	1	0.74	35	0.27

TABLE 145:

PRIVATE PENSION PLAN - BENEFIT AMOUNT OF

	Agts		Emps	
	#	%	#	%
No Provision	73	54.07	5,324	40.35
$10 for each month of service	1	0.74	162	1.23
$11 for each month of service	3	2.22	2,655	20.12
$12 for each month of service	1	0.74	220	1.67
$625 for each month of service	1	0.74	40	0.30
$1,20 for each month of service	1	0.74	600	4.55
$1,410 for each month of service	1	0.74	0	0.00
$120 for each year of service	1	0.74	25	0.19
$900 for each year of service	1	0.74	5	0.04
$1,650 for each year of service	1	0.74	54	0.41
700% of total employee earnings on which contributions are based	1	0.74	63	0.48
Plan mentioned, no details given	43	31.85	2,777	21.05
Other	7	5.19	1,269	9.62

TABLE 146:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	120	88.89	11,833	89.68
Lump sum payment	8	5.93	920	6.97
Plan mentioned, no details given	5	3.70	167	1.27
Other	2	1.48	274	2.08

TABLE 147:

DEATH EXPENSES

	Agts		Emps	
	#	%	#	%
No Provision	135	100.00	13,194	100.00

TABLE 148:

DENTAL PLAN - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	115	85.19	11,267	85.39
25% - employers contribution	1	0.74	30	0.23
50% - employers contribution	3	2.22	72	0.55
67% - employers contribution	1	0.74	27	0.20
100% - employers contribution	7	5.19	1,286	9.75
Provision exists, but not specified or cannot be determined	7	5.19	512	3.88
Other	1	0.74	0	0.00

TABLE 149:

INDEXATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	133	98.52	12,955	98.19
Provision to index at full C.O.L.A.	1	0.74	95	0.72
Provision to index at percent of C.O.L.A.	1	0.74	144	1.09

TABLE 150:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	122	90.37	11,665	88.41
Union-management	5	3.70	530	4.02
Management only	1	0.74	350	2.65
Trustees (either individual or corporate) or insurance company	6	4.44	559	4.24
Provision exists, but no details	1	0.74	90	0.68

TABLE 151:

ADMINISTRATION OF SEVERANCE PLAN

	Agts		Emps	
	#	%	#	%
No Provision	135	100.00	13,194	100.00

TABLE 152:

ADMINISTRATION OF SUB PLANS

	Agts		Emps	
	#	%	#	%
No Provision	133	98.52	10,532	79.82
SUB benefits specified in agreement	2	1.48	2,662	20.18

TABLE 153:

ADMINISTRATION OF HEALTH AND WELFARE PLANS

	Agts		Emps	
	#	%	#	%
No Provision	122	90.37	11,967	90.70
Management only	1	0.74	30	0.23
Union only	1	0.74	10	0.08
Trustee (either individual or corporate) or insurance company	11	8.15	1,187	9.00

TABLE 154:

SEVERANCE PLANS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	106	78.52	10,464	79.31
Severance payments specified in agreement	29	21.48	2,730	20.69

TABLE 155:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	118	87.41	11,759	89.12
1 week for each year of service	5	3.70	545	4.13
2 weeks for each year of service	1	0.74	68	0.52
Flat amount	6	4.44	302	2.29
Provision exists, but no details given	1	0.74	12	0.09
Other	4	2.96	508	3.85

TABLE 156:

SEVERANCE PAYMENTS - TOTAL BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	109	80.74	10,747	81.45
4 weeks	3	2.22	58	0.44
5 weeks	2	1.48	42	0.32
6 weeks	1	0.74	12	0.09
12 weeks	1	0.74	17	0.13
14 weeks	3	2.22	373	2.83
15 weeks	1	0.74	257	1.95
30 weeks	1	0.74	68	0.52
78 weeks	2	1.48	198	1.50
Flat amount	9	6.67	1,238	9.38
Provision exists but no details given	2	1.48	89	0.67
Other	1	0.74	95	0.72

TABLE 157:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	112	82.96	10,839	82.15
1 year of service	7	5.19	865	6.56
2 years of service	4	2.96	232	1.76
4 years of service	1	0.74	49	0.37
5 years of service	3	2.22	393	2.98
10 years of service	1	0.74	20	0.15
15 years of service	1	0.74	144	1.09
20 years of service	1	0.74	22	0.17
25 years of service	2	1.48	364	2.76
31 years of service	1	0.74	257	1.95
Other	2	1.48	9	0.07

TABLE 158:

SEVERANCE PLANS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	134	99.26	13,182	99.91
Provision exists, no details given	1	0.74	12	0.09

TABLE 159:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	134	99.26	13,182	99.91
Provision exists, but no details given	1	0.74	12	0.09

TABLE 160:

SEVERANCE PAYMENTS - RATES OF PAYMENTS OF BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	135	100.00	13,194	100.00

TABLE 161:

SEVERANCE PAYMENTS - TOTAL BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	135	100.00	13,194	100.00

TABLE 162:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	134	99.26	13,064	99.01
Provision exists, but no details given	1	0.74	130	0.99

TABLE 163:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	133	98.52	13,004	98.56
20 years of service	1	0.74	60	0.45
Provision exists, but no details given	1	0.74	130	0.99

PART III:

SERVICE

The Service sector includes industries whose SIC (Standard Industrial Classification) numbers range from 8511 to 9999. This group is comprised of businesses in the fields of education, health and welfare, amusement and recreation, personal services, accommodations and food, and services to business management. The data in this section is based on 234 collective agreements covering some 15,010 employees.

TABLE 1:

UNION MEMBERSHIP REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No provision regarding union membership as a condition of employment (open shop)	67	28.63	6,303	41.99
Closed shop	16	6.84	452	3.01
Union shop	119	50.85	6,816	45.41
Modified union shop (compulsory membership for new employees, maintenance or non-maintenance of membership for others)	25	10.68	1,056	7.04
Maintenance of membership for present and/future employees	5	2.14	163	1.09
Other	2	0.85	220	1.47

TABLE 2:

AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	26	11.11	1,342	8.94
Compulsory for all employees covered by the agreement (Rand Formula)	118	50.43	8,354	55.66
Compulsory only for union members	75	32.05	4,425	29.48
Compulsory for new employees	2	0.85	115	0.77
Voluntary for old employees, compulsory for new (Modified Rand Formula)	2	0.85	31	0.21
Voluntary for all employees covered by the agreement	11	4.70	743	4.95

TABLE 3:

TERMS OF AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	33	14.10	1,946	12.96
Irrevocable for term of agreement	10	4.27	1,020	6.80
Irrevocable for term of agreement and any renewal	4	1.71	432	2.88
Check-off provision exists, but term of authorization not specified	187	79.91	11,612	77.36

TABLE 4:

JURISDICTION OF WORK - EACH TRADE

	Agts		Emps	
	#	%	#	%
No Provision	234	100.00	15,010	100.00

TABLE 5:

CROSSING OF PICKET LINES

	Agts		Emps	
	#	%	#	%
No Provision	216	92.31	13,920	92.74
Employees have the right to refuse to cross picket lines	14	5.98	913	6.08
Employees have the right to refuse to handle hot cargoes	4	1.71	177	1.18

TABLE 6:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
No Provision	28	11.97	2,165	14.42
General statement of management rights	107	45.73	6,246	41.61
Enumerated list of management rights	99	42.31	6,599	43.96

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
No Provision	44	18.80	1,772	11.81
30 calendar days	3	1.28	76	0.51
35 calendar days	2	0.85	93	0.62
40 calendar days	1	0.43	200	1.33
42 calendar days	1	0.43	27	0.18
44 calendar days	1	0.43	23	0.15
45 calendar days	4	1.71	160	1.07
60 calendar days	5	2.14	169	1.13
90 calendar days	2	0.85	73	0.49
30 working days	10	4.27	676	4.50
35 working days	2	0.85	202	1.35
38 working days	1	0.43	60	0.40
40 working days	7	2.99	486	3.24
44 working days	1	0.43	30	0.20
45 working days	8	3.42	467	3.11
50 working days	2	0.85	265	1.77
55 working days	2	0.85	54	0.36
60 working days	30	12.82	1,846	12.30
65 working days	2	0.85	80	0.53
66 working days	45	19.23	2,635	17.55
70 working days	1	0.43	120	0.80
80 working days	1	0.43	9	0.06
88 working days	2	0.85	155	1.03
90 working days	4	1.71	85	0.57

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING (CONT'D)

	Agts		Emps	
	#	%	#	%
130 working days	3	1.28	98	0.65
150 working days	1	0.43	600	4.00
5 weeks	1	0.43	15	0.10
6 weeks	1	0.43	2	0.01
2 months	1	0.43	35	0.23
3 months	30	12.82	2,342	15.60
4 months	1	0.43	25	0.17
6 months	4	1.71	757	5.04
36 months	3	1.28	985	6.56
Probationary period varies by occupation or classification	1	0.43	55	0.37
Probationary period at management discretion	1	0.43	40	0.27
Provision exists, but length of probationary period not specified or cannot be determined	5	2.14	277	1.85
Other	1	0.43	16	0.11

TABLE 8:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	59	25.21	4,258	28.37
Company-wide seniority	8	3.42	367	2.45
Plant-wide seniority-bargaining unit	105	44.87	6,726	44.81
Department seniority	12	5.13	662	4.41
Job or occupational classification seniority	1	0.43	25	0.17
Combination of company-wide and department seniority	3	1.28	151	1.01
Combination of plant-wide and department seniority	2	0.85	72	0.48
Combination of plant-wide and job or classification seniority	2	0.85	185	1.23
Combination of company-wide, plant-wide and job or classification seniority	1	0.43	11	0.07
Seniority unit not specified or cannot be determined	40	17.09	2,453	16.34
Other	1	0.43	100	0.67

TABLE 9:

SENIORITY FOR EMPLOYEES WITH SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
No Provision	188	80.34	11,419	76.08
Special seniority for union officials	2	0.85	105	0.70
Retention of union seniority for union officials elected	43	18.38	3,403	22.67
Combination of special seniority with special skills, union officials and union officials elected	1	0.43	83	0.55

TABLE 10:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
No Provision	58	24.79	3,250	21.65
Straight seniority	12	5.13	685	4.56
Seniority taken into account along with other factors such as ability, skill, knowledge and physical fitness	68	29.06	4,932	32.86
Straight seniority if other factors are equal or sufficient	96	41.03	6,143	40.93

TABLE 11:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	41	17.52	2,057	13.70
Straight seniority	49	20.94	3,085	20.55
Seniority taken into account with other factors such as knowledge, skills, ability, training and physical fitness	86	36.75	5,275	35.14
Straight seniority if other factors are equal or sufficient	58	24.79	4,593	30.60

TABLE 12:

SENIORITY - RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
No Provision	42	17.95	2,059	13.72
Straight seniority	44	18.80	2,497	16.64
Seniority taken into account along with other factors such as knowledge, skill, ability, training and physical fitness	90	38.46	5,861	39.05
Straight seniority if other factors are equal or sufficient	58	24.79	4,593	30.60

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS

	Agts		Emps	
	#	%	#	%
No Provision	57	24.36	2,911	19.39
3 months	2	0.85	17	0.11
6 months	42	17.95	2,407	16.04
7 months	1	0.43	75	0.50
8 months	1	0.43	53	0.35
9 months	5	2.14	213	1.42

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS (Cont'd)

	Agts		Emps	
	#	%	#	%
12 months	105	44.87	7,768	51.75
15 months	1	0.43	48	0.32
18 months	3	1.28	238	1.59
24 months	11	4.70	316	2.11
48 months	1	0.43	124	0.83
72 months	1	0.43	650	4.33
Reference to recall, but no mention of retention of recall or seniority rights	1	0.43	50	0.33
Other	3	1.28	140	0.93

TABLE 14:

CAUSES FOR LOSS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	53	22.65	2,571	17.13
Termination of employment voluntarily	2	0.85	690	4.60
Failure to return to work following notification	3	1.28	226	1.51
Combination of discharged for just cause, voluntarily termination and failure to return when notified	173	73.93	11,313	75.37
Sick leave limits exceeded	1	0.43	43	0.29
Lay-off limits exceeded	1	0.43	2	0.01
Other	1	0.43	165	1.10

TABLE 15:

SENIORITY BUMPING

	Agts		Emps	
	#	%	#	%
No Provision	223	95.30	14,267	95.05
Seniority bumping within same department	2	0.85	58	0.39
Seniority bumping with no restrictions	2	0.85	32	0.21
Seniority bumping with restrictions	4	1.71	455	3.03
Seniority bumping within bargaining unit	3	1.28	198	1.32

TABLE 16:

RETENTION OF SENIORITY DURING ILLNESS OR ACCIDENT

	Agts		Emps	
	#	%	#	%
No Provision	148	63.25	9,405	62.66
Seniority is retained for a period of up to and including six months	3	1.28	113	0.75

TABLE 16:

RETENTION OF SENIORITY DURING ILLNESS OR ACCIDENT (Cont'd)

	Agts		Emps	
	#	%	#	%
Seniority is retained for more than six months up to and including twelve months	55	23.50	3,513	23.40
Seniority is retained for more than twelve months up to and including eighteen months	2	0.85	53	0.35
Seniority is retained for more than eighteen months up to and including twenty-four months	4	1.71	321	2.14
Length not specified or indefinite	17	7.26	1,368	9.11
Not specified in "list of circumstances under which seniority is lost"	4	1.71	157	1.05
Other	1	0.43	800	0.53

TABLE 17:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	82	35.04	4,189	27.91
72 hours	1	0.43	50	0.33
5 calendar days	4	1.71	597	3.98
7 calendar days	7	2.99	246	1.64
10 calendar days	1	0.43	15	0.10
14 calendar days	21	8.97	1,566	10.43
21 calendar days	1	0.43	98	0.65
30 calendar days	35	14.96	2,806	18.69
60 calendar days	1	0.43	120	0.80
5 working days	8	3.42	426	2.84
7 working days	2	0.85	27	0.18
10 working days	30	12.82	1,788	11.91
15 working days	2	0.85	185	1.23
20 working days	2	0.85	73	0.49
21 working days	1	0.43	6	0.04
1 week	6	2.56	278	1.85
2 weeks	9	3.85	406	2.70
3 weeks	2	0.85	19	0.13
4 weeks	6	2.56	842	5.61
12 weeks	1	0.43	5	0.03
64 weeks	1	0.43	165	1.10
Length of notice varies with length of service	6	2.56	430	2.86
Provision exists, but length of notice not specified or cannot be determined	2	0.85	15	0.10
Other	3	1.28	658	4.38

TABLE 18:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
No Provision	71	30.34	3,082	20.53
48 hours	2	0.85	77	0.51
2 calendar days	2	0.85	440	2.93
3 calendar days	8	3.42	356	2.37
4 calendar days	1	0.43	60	0.40
5 calendar days	29	12.39	1,753	11.68
6 calendar days	3	1.28	110	0.73
7 calendar days	9	3.85	717	4.78
8 calendar days	1	0.43	120	0.80
10 calendar days	8	3.42	918	6.12
14 calendar days	2	0.85	271	1.81
15 calendar days	29	12.39	1,923	12.81
2 working days	1	0.43	85	0.57
3 working days	4	1.71	354	2.36
5 working days	11	4.70	1,761	11.73
7 working days	3	1.28	61	0.41
10 working days	1	0.43	13	0.09
15 working days	1	0.43	36	0.24
1 week	38	16.24	1,607	10.71
2 weeks	4	1.71	262	1.75
Provision exists, but posting period not specified or cannot be determined	6	2.56	1,004	6.69

TABLE 19:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
No Provision	77	32.91	2,993	19.94
Regular rate of the employee	1	0.43	42	0.28
New rate or regular rate of the employee, whichever is the higher at start of transfer	76	32.48	4,796	31.95
New rate or regular rate of the employee, whichever is the higher, only after specified period of time	43	18.38	3,250	21.65
Rate of new occupation, at start of transfer	15	6.41	2,119	14.12
Rate of new occupation, only after specified period of time	1	0.43	94	0.63
Other	21	8.97	1,716	11.43

TABLE 20:

INITIAL PRESENTATION OF EMPLOYEE GRIEVANCE

	Agts		Emps	
	#	%	#	%
No Provision	26	11.11	1,532	10.21
Employee only	68	29.06	4,148	27.63
Union representative only	11	4.70	391	2.60
Employee with or without union representative	121	51.71	8,549	56.96
Union only	3	1.28	52	0.35
Grievance committee only	3	1.28	25	0.17
Other	2	0.85	313	2.09

TABLE 21:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION (TIME LIMITS)

	Agts		Emps	
	#	%	#	%
No Provision	37	15.81	1,779	11.85
24 hours	5	2.14	230	1.53
48 hours	10	4.27	399	2.66
72 hours	1	0.43	80	0.53
96 hours	4	1.71	177	1.18
2 calendar days	6	2.56	275	1.83
3 calendar days	2	0.85	95	0.63
5 calendar days	7	2.99	397	2.64
7 calendar days	10	4.27	974	6.49
10 calendar days	28	11.97	1,605	10.69
15 calendar days	2	0.85	850	5.66
20 calendar days	3	1.28	400	2.66
30 calendar days	2	0.85	18	0.12
2 working days	18	7.69	748	4.98
3 working days	20	8.55	1,372	9.14
4 working days	3	1.28	235	1.57
5 working days	28	11.97	2,319	15.45
6 working days	2	0.85	103	0.69
7 working days	10	4.27	1,240	8.26
10 working days	17	7.26	1,258	8.38
12 working days	1	0.43	5	0.03
15 working days	2	0.85	103	0.69
20 working days	2	0.85	5	0.03
30 working days	2	0.85	57	0.38
45 working days	1	0.43	13	0.09
Not specified explicitly	11	4.70	273	1.82

TABLE 22:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
No Provision	195	83.33	12,094	80.57
Number of steps in the grievance is reduced	29	12.39	2,541	16.93
Duration of delays between steps is reduced	1	0.43	55	0.37
Combination of reduction of steps and/or duration of delays reduced	5	2.14	235	1.57
Other	4	1.71	85	0.57

TABLE 23:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
No Provision	111	47.44	6,450	42.97
Union officials receive time-off without loss of pay for grievance work during regular hours of work	96	41.03	6,647	44.28
Remuneration is for limited number of hours only	1	0.43	55	0.37
Union officials receive time-off for grievance work, but no indication if such time-off is paid or unpaid	17	7.26	689	4.59
Time-off without loss of pay, but does not state whether during working hours or other	7	2.99	477	3.18
Other	2	0.85	692	4.61

TABLE 24:

COMPENSATION IN NEGOTIATIONS OF COLLECTIVE AGREEMENT

	Agts		Emps	
	#	%	#	%
No Provision	127	54.27	7,456	49.67
Compensation for total hours	9	3.85	224	1.49
Compensation limited to regular hours of work	88	37.61	5,832	38.85
Compensation is for a specific number of hours	3	1.28	305	2.03
Union officials receive time-off for negotiation of agreement but no indication if paid or unpaid	2	0.85	325	2.17
No compensation	1	0.43	19	0.13
Other	4	1.71	849	5.66

TABLE 25:

ARBITRATION - NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
No Provision	27	11.54	1,754	11.69
Single arbitrator	40	17.09	1,607	10.71
Panel/board of arbitration	56	23.93	3.690	24.58
Single or board of arbitration	111	47.44	7,959	53.02

TABLE 26:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
No Provision	68	29.06	3,532	23.53
Appeal of discharge after dismissal	98	41.88	6,727	44.82
Reimbursement if exonerated after suspension	13	5.56	695	4.63
Combination of appeal of discharge and reimbursement if exonerated	55	23.50	4,056	27.02

TABLE 27:

NORMAL WORK WEEK - (DAYS)

	Agts		Emps	
	#	%	#	%
No Provision	30	12.82	2,007	13.37
5 days per week	132	56.41	8,389	55.89
5.5 days per week	3	1.28	12	0.08
6 days per week	3	1.28	104	0.69
7 days per week	6	2.56	17	0.11
Irregular work week	38	16.24	1,980	13.19
Work days vary for different groups of employees	20	8.55	2,484	16.55
Work days not specified or cannot be determined	2	0.85	17	0.11

TABLE 28:

NORMAL DAILY HOURS

	Agts		Emps	
	#	%	#	%
Number of hours not stated	29	12.39	1,993	13.28
4 hours and 30 minutes per day	4	1.71	10	0.07
6 hours per day	1	0.43	3	0.02
6 hours and 30 minutes per day	1	0.43	740	4.93
7 hours per day	5	2.14	160	1.07
7 hours and 30 minutes per day	44	18.80	3,268	21.77
8 hours per day	105	44.87	4,935	32.88
12 hours per day	1	0.43	4	0.03
Irregular daily hours	13	5.56	975	6.50
Daily hours vary for different groups of employees	25	10.69	2,615	17.42
Daily hours vary for different seasons or other periods	4	1.71	278	1.85
Number of hours per day not specified or cannot be determined	2	0.85	29	0.19

TABLE 29:

NORMAL WORK WEEK (HOURS)

	Agts		Emps	
	#	%	#	%
Number of hours not stated	29	12.39	1,427	9.51
31 hours and 30 minutes per week	3	1.28	8	0.05
32 hours and 30 minutes per week	1	0.43	740	4.93
33 hours per week	1	0.43	0	0.00
35 hours per week	6	2.56	161	1.07
36 hours per week	1	0.43	3	0.02
37 hours and 30 minutes per week	30	12.83	2,635	17.55
37 hours and 50 minutes per week	2	0.85	40	0.27
40 hours per week	90	38.46	4,327	28.83
44 hours per week	3	1.28	78	0.52
Irregular work hours	36	15.38	1,805	12.03
Weekly hours vary for different groups of employees	26	11.11	2,830	18.85
Weekly hours vary for different seasons or other periods	3	1.28	276	1.84
Number of hours per day not specified or cannot be determined	2	0.85	30	0.20
Other	1	0.43	650	4.33

TABLE 30:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
No Provision	234	100.00	15,010	100.00

TABLE 31:

NORMAL WEEKLY METHOD OPERATIONS - EMPLOYER

	Agts		Emps	
	#	%	#	%
No Provision	40	17.09	2,614	17.42
1 shift 5 days per week	22	9.40	1,999	13.32
1 shift 6 days per week	2	0.85	4	0.03
1 shift 7 days per week	13	5.46	158	1.05
2 shifts 5 days per week	2	0.85	240	1.60
2 shifts 6 days per week	1	0.43	50	0.33
2 shifts 7 days per week	6	2.56	184	1.23
3 shifts 5 days per week	6	2.56	311	2.07
3 shifts 6 days per week	2	0.85	106	0.71
3 shifts 7 days per week	138	58.97	9,338	62.21
Other	2	0.85	6	0.04

TABLE 32:

DISTRIBUTION OF WORK DURING SLACK PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	230	98.29	14,637	97.51
Provision with respect of change in hours of work during slack period	1	0.43	85	0.57
Provision with respect to change in type of work during slack period	1	0.43	75	0.50
Other	2	0.85	213	1.42

TABLE 33:

OVERTIME PAY - AFTER NORMAL DAILY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	45	19.23	2,890	19.25
Time and one-half	100	42.74	6,575	43.80
Time and one-half followed by a higher rate	81	34.62	5,421	36.12
Double time	3	1.28	92	0.61
Compensation varies for different groups of employees	1	0.43	15	0.10
Other	4	1.71	17	0.11

TABLE 34:

OVERTIME PAY - AFTER NORMAL WEEKLY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	116	49.57	7,182	47.85
Straight time followed by a higher rate	1	0.43	9	0.06
Time and one-half	96	41.03	6,386	42.54
Time and one-half followed by a higher rate	13	5.56	666	4.44
Double time	3	1.28	92	0.61
Compensation varies for different groups of employees	1	0.43	15	0.10
Other	4	1.71	660	4.40

TABLE 35:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	150	64.10	9,495	63.26
Straight time and/or equivalent time-off in lieu	2	0.85	65	0.43
Time and one-half	58	24.79	3,622	24.13
Time and one-half followed by a higher rate	10	4.27	709	4.72
Double time	12	5.13	1,021	6.80
Other	2	0.85	98	0.65

TABLE 36:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	145	61.97	9,779	65.15
Straight time and/or equivalent time-off in lieu	3	1.28	110	0.73
Time and one-half	42	17.95	2,063	13.74
Time and one-half followed by a higher rate	6	2.56	625	4.16
Double time	37	15.81	2,383	15.88
Other	1	0.43	50	0.33

TABLE 37:

TIME-OFF IN LIEU OF OVERTIME PAY

	Agts		Emps	
	#	%	#	%
No Provision	130	55.56	7,988	53.22
Time-off in lieu of overtime pay	100	42.74	6,886	45.88
Banking of overtime credits for cumulative time-off	3	1.28	107	0.71
Combination of time-off in lieu and/or banking of overtime credits	1	0.43	29	0.19

TABLE 38:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	204	87.18	13,052	86.96
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	5	2.14	224	1.49
Employee has the right to refuse overtime as long as he has a sufficient reason to do so	3	1.28	177	1.18
Employee has the right to refuse overtime when others are available to do the work	16	6.84	660	4.40
Overtime is mandatory in cases of emergency	1	0.43	16	0.11
Overtime mandatory-specific provision	2	0.85	48	0.32
Right to refuse overtime - special consideration for employees with greater seniority	1	0.43	33	0.22
Overtime is compulsory in special circumstances	1	0.43	600	4.00
Other	1	0.43	200	1.33

TABLE 39:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	153	65.38	8,628	57.48
Overtime is equitably distributed among employees on a plant-wide basis	8	3.42	505	3.36
Overtime is equitably distributed among employees within an occupation and/or wage bracket, etc.	34	14.53	2,529	16.85
Combination of plant-wide, occupation and/or wage bracket, etc.	10	4.27	714	4.76
Combination of department, occupation and/or wage bracket, etc.	1	0.43	50	0.33
Overtime is equitably distributed but preference on a seniority basis is given to senior employees	9	3.85	1,050	7.00
Overtime is equitably distributed but basis is impossible to determine	18	7.69	1,476	9.83
Other	1	0.43	58	0.39

TABLE 40:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
No Provision	232	99.15	14,848	98.92
$3.75 per shift	1	0.43	12	0.08
1.5 times rate of payment	1	0.43	150	1.00

TABLE 41:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
No Provision	231	98.72	14,856	98.97
$2.75 per hour	1	0.43	9	0.06
$3.67 per shift	1	0.43	143	0.95
2.00 times rate payment	1	0.43	2	0.01

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	130	55.56	7,030	46.84
$.10 per hour	4	1.71	279	1.86
$.12 per hour	1	0.43	35	0.23

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT (Cont'd)

	Agts		Emps	
	#	%	#	%
$.15 per hour	1	0.43	211	1.41
$.19 per hour	1	0.43	38	0.25
$.20 per hour	6	2.56	137	0.91
$.25 per hour	2	0.85	71	0.47
$.30 per hour	1	0.43	600	4.00
$1.00 per hour	1	0.43	20	0.13
$1.50 per shift	2	0.85	52	0.35
$1.75 per shift	1	0.43	27	0.18
$2.00 per shift	2	0.85	795	5.30
$2.45 per shift	49	20.94	3,117	20.77
$2.55 per shift	18	7.69	1,423	9.48
$3.00 per shift	1	0.43	12	0.08
$3.68 per shift	8	3.42	862	5.74
$3.71 per shift	1	0.43	112	0.75
$3.75 per shift	1	0.43	12	0.08
$4.90 per shift	2	0.85	116	0.77
$5.10 per shift	1	0.43	36	0.24
$40.00 per month	1	0.43	25	0.17

TABLE 43:

SHIFT PREMIUM - (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
No Provision	156	66.67	9,026	60.13
$.10 per hour	1	0.43	100	0.67
$.12 per hour	1	0.43	35	0.23
$.15 per hour	2	0.85	129	0.86
$.20 per hour	2	0.85	80	0.53
$.24 per hour	1	0.43	35	0.23
$.25 per hour	3	1.28	89	0.59
$.30 per hour	4	1.71	627	4.18
$.40 per hour	1	0.43	60	0.40
$1.00 per hour	1	0.43	20	0.13
$1.50 per shift	1	0.43	40	0.27
$2.00 per shift	3	1.28	822	5.48
$2.45 per shift	39	16.67	2,690	17.92
$2.55 per shift	13	5.56	1,014	6.76
$3.00 per shift	1	0.43	12	0.08
$3.68 per shift	1	0.43	16	0.11
$3.75 per shift	1	0.43	12	0.08
$3.83 per shift	1	0.43	142	0.95
$5.10 per shift	1	0.43	36	0.24
$40.00 per month	1	0.43	25	0.17

TABLE 44:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	213	91.03	13,456	89.65
$.15 per hour	1	0.43	60	0.40
$.25 per hour	2	0.85	135	0.90
$.30 per hour	3	1.28	455	3.03
$1.50 per shift	6	2.56	549	3.66
$1.70 per shift	2	0.85	70	0.47
$1.75 per shift	1	0.43	27	0.18
$2.00 per shift	2	0.85	141	0.94
$2.45 per shift	1	0.43	67	0.45
$3.50 per shift	1	0.43	30	0.20
$5.00 per shift	1	0.43	0	0.00
Other	1	0.43	20	0.13

TABLE 45:

PREMIUM PAY FOR HAZARDOUS WORK

	Agts		Emps	
	#	%	#	%
No Provision	230	98.29	14,160	94.34
$.20 per hour	1	0.43	165	1.10
$.25 per hour	1	0.43	85	0.57
$.30 per hour	1	0.43	600	4.00
10% of wages	1	0.43	0	0.00

TABLE 46:

PREMIUM PAY FOR DIRTY WORK

	Agts		Emps	
	#	%	#	%
No Provision	232	99.15	14,406	95.98
$.30 per hour	1	0.43	600	4.00
Other	1	0.43	4	0.03

TABLE 47:

PAY GUARANTEES - GUARANTEED EMPLOYMENT OR EARNINGS

	Agts		Emps	
	#	%	#	%
No Provision	229	97.86	14,822	98.75
More than one days work but less than one week or equivalent wage guarantee	1	0.43	100	0.67
Weekly work or wage guarantee	4	1.71	88	0.59

TABLE 48:

REPORTING PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	172	73.50	10,710	71.35
Two hours of work	1	0.43	4	0.03
Three hours of work	2	0.85	615	4.10
Four hours of work	14	5.98	732	4.88
Eight hours of work	18	7.69	768	5.12
Guarantee varies depending on whether or not employee is put to work	3	1.28	174	1.16
Other	24	10.26	2,007	13.37

TABLE 49:

CALL-IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	63	26.92	3,227	21.50
Straight time for 2 hours	1	0.43	13	0.09
Straight time for 3 hours	13	5.56	388	2.58
Straight time for 3 hours followed by time and one-half	2	0.85	37	0.25
Straight time for 3 hours followed by applicable overtime rate	1	0.43	0	0.00
Straight time for 4 hours	37	15.81	2,518	16.78
Straight time for 4 hours followed by time and one-half	22	9.40	1,364	9.09
Straight time for 4 hours followed by double time	2	0.86	72	0.48
Straight time for 4 hours followed by applicable overtime rate	46	19.66	3,335	22.22
Time and one-half for 2 hours	2	0.86	109	0.72
Time and one-half for 3 hours	9	3.85	520	3.46
Time and one-half for 4 hours	12	5.13	1,572	10.47
Double time for 4 hours	2	0.85	80	0.53
Applicable overtime rate for 0 hours	3	1.28	111	0.74
Applicable overtime rate for 2 hours	3	1.28	128	0.85
Applicable overtime rate for 3 hours	6	2.56	660	4.40
Applicable overtime rate for 4 hours	7	2.99	708	4.72
Applicable overtime rate for 4 hours	1	0.43	120	0.80
Other	2	0.85	48	0.32

TABLE 50:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
No Provision	161	68.80	9,603	63.98
Two hours pay or less	1	0.43	45	0.30
More than four hours pay	1	0.43	60	0.40
Flat amount per hour	1	0.43	2	0.01
Flat amount per day	66	28.21	5,155	34.34
Other	4	1.71	145	0.97

TABLE 51:

PAY GUARANTEE DURING MACHINERY BREAKDOWNS OR ADVERSE WEATHER CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	223	95.30	13,961	93.01
Compensation for full shift - weather conditions	6	2.56	890	5.93
Compensation for one-half shift - weather conditions	1	0.43	0	0.00
Combination for full-shift - machinery breakdown and weather conditions	1	0.43	120	0.80
Other	3	1.28	39	0.26

TABLE 52:

TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
No Provision	147	62.82	8,928	59.48
Paid travel time	1	0.43	80	0.53
Paid transportation or allowance	86	36.75	6,002	39.99

TABLE 53:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	255	96.15	14,464	96.36
Paid travel time	1	0.43	30	0.20
Paid transportation or allowance	8	3.42	516	3.44

TABLE 54:

TRAVEL ALLOWANCE OR TRANSPORTATION - SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
No Provision	210	89.74	12,590	83.88
Paid transportation or allowance	24	10.26	2,420	16.12

TABLE 55:

TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	203	86.75	12,291	81.89
Travel pay provision	1	0.43	130	0.87
Transportation allowance	4	1.71	229	1.53
Any combination of travel pay, meal, lodging, transportation and/or daily allowance	25	10.68	2,210	14.72
Other	1	0.43	150	1.00

TABLE 56:

MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	Agts		Emps	
	#	%	#	%
No Provision	216	92.31	14,129	94.13
$.27 per mile	8	3.42	445	2.96
$.29 per mile	1	0.43	35	0.23
$.30 per mile	2	0.85	48	0.32
$.34 per mile	2	0.85	42	0.28
$.35 per mile	1	0.43	4	0.03
$.48 per mile	1	0.43	5	0.03
Other	3	1.28	302	2.01

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
No Provision	28	11.97	1,438	9.58
5 full holidays	3	1.28	23	0.15
6 full holidays	2	0.85	8	0.05
7 full holidays	1	0.43	2	0.01
8 full holidays	6	2.57	69	0.46
9 full holidays	12	5.13	337	2.25
10 full holidays	24	10.26	1,283	8.55
10 full holidays and 1 half holiday	1	0.43	9	0.06

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR (Cont'd)

	Agts		Emps	
	#	%	#	%
10 full holidays and 2 half holidays	1	0.43	20	0.13
11 full holidays	135	57.69	9,177	61.14
11 full holidays and 1 half holiday	12	5.13	2,354	15.68
11 full holidays and 3 half holidays	1	0.43	29	0.19
12 full holidays	6	2.56	244	1.63
12 full holidays and 1 half holiday	1	0.43	5	0.03
17 full holidays	1	0.43	12	0.08

TABLE 58:

ELIGIBILITY FOR PAID HOLIDAYS - MINIMUM SERVICE

	Agts		Emps	
	#	%	#	%
No Provision	218	93.16	14,394	95.90
30 calendar days	2	0.85	100	0.67
45 calendar days	1	0.43	19	0.13
60 calendar days	1	0.43	40	0.27
10 working days	1	0.43	85	0.57
15 working days	5	2.14	89	0.59
30 working days	1	0.43	35	0.23
38 working days	1	0.43	60	0.40
60 working days	1	0.43	35	0.23
12 weeks	2	0.85	83	0.55
Other	1	0.43	70	0.47

TABLE 59:

WORK PERFORMANCE FOR PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	131	55.98	8,060	53.70
Employee must have worked the last scheduled working day before	1	0.43	600	4.00
Employee must have worked both the last working day before and the next working day after	98	41.88	5,820	38.77
Must work specified length of time during the week, pay period, etc. prior to or in week holiday falls	3	1.28	485	3.23
Other	1	0.43	45	0.30

TABLE 60:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY

	Agts		Emps	
	#	%	#	%
No Provision	150	64.19	8,002	53.31
No working day off with pay or no extra days pay	5	2.14	247	1.65
Working day off with pay	32	13.68	2,757	18.37
Extra days pay	5	2.14	285	1.90
Working day off or extra days pay	22	9.40	2,190	14.59
Provision applies to some of the paid statutory holidays or general holidays only	1	0.43	35	0.23
Observe on following Monday, preceeding Friday or day proclaimed by government	19	8.12	1,494	9.95

TABLE 61:

PAID HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	142	60.68	7,533	50.19
No working day off with pay or no extra days pay	5	2.14	247	1.65
Working day off with pay	32	13.68	2,757	18.37
Extra days pay	5	2.14	285	1.90
Working day off or extra days pay	15	6.41	1,820	12.13
Provision applies to some of the paid statutory holidays or general holidays only	1	0.43	35	0.23
Observe on following Monday, preceeding Friday or day proclaimed by government	34	14.53	2,333	15.54

TABLE 62:

PREMIUM RATES FOR PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	51	21.79	2,680	17.85
Straight time	19	8.12	1,066	7.10
Straight time followed by time and one-half	1	0.43	83	0.55
Straight time followed by time and one-half followed by double time	1	0.43	94	0.63
Time and one-half	72	30.77	4,086	27.22
Time and one-half followed by double time	1	0.43	147	0.98
Double time	84	35.90	5,577	37.16
Other	5	2.14	1,277	8.51

TABLE 63:

NUMBER OF NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	229	97.86	14,812	98.68
3 full holidays	3	1.28	23	0.15
15 full holidays	2	0.85	175	1.17

TABLE 64:

PREMIUM RATES FOR NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	230	98.29	14,942	99.55
Straight time	4	1.71	68	0.45

TABLE 65:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
No Provision	89	38.03	4,947	32.96
Shut down of plant during vacation period	1	0.43	38	0.25
Any provision conferring any right for the employee to select his vacation	144	61.54	10,025	66.79

TABLE 66:

PAID VACATIONS - THREE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	43	18.38	2,634	17.55
1 year of service	118	50.43	7,774	51.79
2 years of service	8	3.42	980	6.53
3 years of service	7	2.99	209	1.39
4 years of service	11	4.70	369	2.46
5 years of service	39	16.67	2,896	19.29
7 years of service	1	0.43	6	0.04
9 years of service	1	0.43	35	0.23
10 years of service	1	0.43	4	0.03
Length of service varies for different groups of employees	2	0.85	20	0.13
Length of service specified as hours, shifts, days or weeks worked	3	1.28	83	0.55

TABLE 67:

PAID VACATIONS - FOUR WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	40	17.09	1,949	12.98
1 year of service	9	3.85	911	6.07
2 years of service	2	0.85	128	0.85
4 years of service	39	16.67	2,812	18.73
5 years of service	17	7.26	864	5.76
6 years of service	2	0.85	34	0.23
7 years of service	3	1.28	218	1.45
8 years of service	14	5.98	457	3.04
9 years of service	9	3.85	242	1.61
10 years of service	64	27.35	4,995	33.28
11 years of service	3	1.28	343	2.29
12 years of service	8	3.42	1,103	7.35
13 years of service	6	2.56	216	1.44
15 years of service	12	5.13	521	3.47
17 years of service	2	0.85	48	0.32
Length of service varies for different groups of employees	3	1.28	147	0.98
Length of service specified as hours, shifts, days or weeks worked	1	0.43	22	0.15

TABLE 68:

PAID VACATIONS - FIVE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	99	42.31	5,452	36.32
10 years of service	8	3.42	218	1.45
12 years of service	2	0.85	132	0.88
15 years of service	3	1.28	136	0.91
17 years of service	1	0.43	120	0.80
18 years of service	84	35.90	6,130	40.84
19 years of service	1	0.43	23	0.15
20 years of service	24	10.26	2,177	14.50
21 years of service	3	1.28	6	0.04
23 years of service	1	0.43	20	0.13
25 years of service	6	2.56	569	3.79
Length of service varies for different groups of employees	1	0.43	5	0.03
Length of service specified as hours, shifts, days or weeks worked	1	0.43	22	0.15

TABLE 69:

PAID VACATIONS - SIX WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	228	97.44	14,132	94.15
6 years of service	1	0.43	48	0.32
18 years of service	1	0.43	80	0.53
20 years of service	1	0.43	40	0.27
25 years of service	2	0.85	675	4.50
30 years of service	1	0.43	35	0.23

TABLE 70:

PAID VACATIONS - SEVEN WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	233	99.57	14,410	96.00
31 years of service	1	0.43	600	4.00

TABLE 71:

PAID VACATIONS - EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	234	100.00	15,010	100.00

TABLE 72:

PAID VACATION MORE THAN EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	234	100.00	15,010	100.00

TABLE 73:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	178	76.07	10,126	67.46
With limit	19	8.12	1,932	12.87
Without limit	2	0.85	653	4.35
Carry-over specifically prohibited	33	14.10	2,259	15.05
Other	2	0.85	40	0.27

TABLE 74:

EXTENDED VACATION PLANS

	Agts		Emps	
	#	%	#	%
No Provision	231	98.72	14,887	99.18
Vacation extended at regular intervals of years service	1	0.43	43	0.29
Vacation extended in certain anniversary employment years	2	0.85	80	0.53

TABLE 75:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
No Provision	233	99.57	15,007	99.98
Provision for year end bonus or Christmas bonus	1	0.43	3	0.02

TABLE 76:

STATUTORY HOLIDAYS FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
No Provision	84	35.90	4,257	28.36
Another working day off with pay	137	58.55	10,320	68.75
Extra days pay	5	2.14	159	1.06
Either working day off with pay or extra days pay	8	3.42	274	1.83

TABLE 77:

PAY IN LIEU OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	221	94.44	13,670	91.07
Provision exists	13	5.56	1,340	8.93

TABLE 78:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	30	12.82	1,530	10.19
2 days	1	0.43	2	0.01
3 days	46	19.66	2,911	19.39

TABLE 78:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILY (Cont'd)

	Agts		Emps	
	#	%	#	%
4 days	12	5.13	943	6.28
5 days	121	51.71	7,596	50.61
6 days	1	0.43	8	0.05
7 days	1	0.43	48	0.32
Not specified or cannot be determined	5	2.14	1,144	7.62
Other	17	7.26	828	5.52

TABLE 79:

PAID LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	77	32.91	4,929	32.84
1 day	107	45.73	6,654	44.33
2 days	6	2.56	420	2.80
3 days	32	13.68	2,298	15.31
Not specified or cannot be determined	4	1.71	258	1.72
Other	8	3.42	451	3.00

TABLE 80:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
No Provision	227	97.01	14,696	97.91
1 day	2	0.85	29	0.19
2 days	3	1.28	236	1.57
3 days	2	0.85	49	0.33

TABLE 81:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL)

	Agts		Emps	
	#	%	#	%
No Provision	210	89.74	11,455	76.32
1 day	14	5.98	1,333	8.88
2 days	7	2.99	1,727	11.51
3 days	1	0.43	125	0.83
4 days	1	0.43	200	1.33
Not specified or cannot be determined	1	0.43	650	4.33

TABLE 82:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
No Provision	175	74.79	10,348	68.94
2 days	1	0.43	16	0.11
5 days	6	2.56	541	3.60
28 days	1	0.43	150	1.00
30 days	1	0.43	67	0.45
35 days	2	0.85	113	0.75
42 days	1	0.43	170	1.13
70 days	1	0.43	40	0.27
90 days	5	2.14	109	0.73
Additional weeks if required	30	12.82	2,227	14.84
Provision exists, but not specified or cannot be determined if paid or unpaid	9	3.85	1,069	7.12
Other	2	0.85	160	1.07

TABLE 83:

PAID JURY DUTY

	Agts		Emps	
	#	%	#	%
No Provision	94	40.17	4,911	32.72
Employee receives the difference between regular pay and jury fees	129	55.13	7,939	52.89
Employee receives part of the difference between regular pay and jury fees	3	1.28	267	1.78
Employee receives a fixed amount	1	0.43	200	1.33
Employee receives regular pay	6	2.56	1,663	11.08
Provision exists, but amount of pay not specified or cannot be determined	1	0.43	30	0.20

TABLE 84:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
No Provision	147	62.82	8,637	57.54
Employee receives regular pay	24	10.26	2,123	14.14
Employee receives a percentage of regular pay	1	0.43	650	4.33
Provision exists, but no mention whether leave is paid or unpaid	1	0.43	120	0.80
Unpaid leave of absence	43	18.38	2,749	18.31
Leave of absence for writing examinations, whether paid or unpaid	15	6.41	595	3.96
Other	3	1.28	136	0.91

TABLE 85:

SABBATICAL LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	229	97.86	13,876	92.45
Leave paid	5	2.14	1,134	7.55

TABLE 86:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	78	33.33	5,130	34.18
Provision for unpaid leave of absence	138	58.97	9,031	60.17
Provision for paid leave of absence (whole or in part)	10	4.27	594	3.96
Provision for leave of absence, but not mentioned if paid or unpaid	8	3.42	255	1.70

TABLE 87:

LEAVE OF ABSENCE FOR PERSONAL REASONS - UNPAID

	Agts		Emps	
	#	%	#	%
No Provision	70	29.91	4,357	29.03
1 month	1	0.43	2	0.01
2 months	1	0.43	80	0.53
3 months	12	5.13	1,039	6.92
4 months	1	0.43	30	0.20
6 months	5	2.14	336	2.24
9 months	1	0.43	135	0.90
12 months	6	2.56	546	3.64
36 months	1	0.43	165	1.10
Less than one month	13	5.56	706	4.70
Unspecified or cannot be determined	122	52.14	7,606	50.67
Other	1	0.43	8	0.05

TABLE 88:

REHABILITATION - ALCOHOLISM/DRUGS

	Agts		Emps	
	#	%	#	%
No Provision	162	59.23	10,827	72.13
Provision	72	30.77	4,183	27.87

TABLE 89:

MATERNITY LEAVE - SERVICE REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No Provision	97	41.45	5,179	34.50
1 month of service the employee must complete to qualify for maternity leave	3	1.28	173	1.15
6 months of service the employee must complete to qualify for maternity leave	4	1.71	215	1.43
9 months of service the employee must complete to qualify for maternity leave	2	0.85	130	0.87
10 months of service the employee must complete to qualify for maternity leave	2	0.85	65	0.43
12 months of service the employee must complete to qualify for maternity leave	120	51.28	8,647	57.61
Provision exists, but length of service required not specified or cannot be determined	3	1.28	445	2.96
Other	3	1.28	156	1.04

TABLE 90:

MATERNITY LEAVE - LENGTH OF

	Agts		Emps	
	#	%	#	%
No Provision	78	33.33	3,946	26.29
6 weeks granted for maternity leave	1	0.43	95	0.63
12 weeks granted for maternity leave	2	0.85	270	1.80
16 weeks granted for maternity leave	3	1.28	80	0.53
17 weeks granted for maternity leave	60	25.64	4,368	29.10
20 weeks granted for maternity leave	27	11.54	2,277	15.17
21 weeks granted for maternity leave	2	0.85	65	0.43
22 weeks granted for maternity leave	1	0.43	22	0.15
24 weeks granted for maternity leave	3	1.28	135	0.90
26 weeks granted for maternity leave	10	4.27	398	2.65
27 weeks granted for maternity leave	1	0.43	169	1.13
28 weeks granted for maternity leave	36	15.38	2,507	16.70
32 weeks granted for maternity leave	3	1.28	308	2.05
35 weeks granted for maternity leave	1	0.43	195	1.30
36 weeks granted for maternity leave	2	0.85	80	0.53
52 weeks granted for maternity leave	2	0.85	75	0.50
Provision exists, but length of leave not specified or cannot be determined	2	0.85	20	0.13

TABLE 91:

MATERNITY LEAVE - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	92	39.32	4,629	30.84
Seniority retained up to time maternity leave begins	120	51.28	9,199	61.29
Seniority accumulates during entire maternity leave	16	6.84	852	5.68
Provision exists, but no reference to seniority status	5	2.14	160	1.07
Other	1	0.43	170	1.13

TABLE 92:

MATERNITY LEAVE - PAY

	Agts		Emps	
	#	%	#	%
No Provision	94	40.17	4,709	31.37
Leave of absence without loss of pay	11	4.70	1,347	8.97
Leave of absence with loss of pay	121	51.71	7,853	52.32
Combination of with and without loss of pay	1	0.43	5	0.03
Unemployment Insurance maternity benefits only	7	2.99	1,096	7.30

TABLE 93:

MEAL ALLOWANCE - (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	138	58.97	8,472	56.44
$1.00 for meal allowance	4	1.71	245	1.63
$1.60 for meal allowance	1	0.43	42	0.28
$2.00 for meal allowance	1	0.43	14	0.09
$2.50 for meal allowance	2	0.85	116	0.77
$4.00 for meal allowance	2	0.85	745	4.96
$5.00 for meal allowance	2	0.85	75	0.50
Paid meal period	32	13.68	1,254	8.35
Combination of meal allowance and/or paid meal period	3	1.28	153	1.02
Employee works beyond his scheduled hours or for special circumstances	44	18.80	3,660	24.38
Provision exists, but no details given	3	1.28	129	0.86
Other	2	0.85	105	0.70

TABLE 94:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
No Provision	221	94.44	14,019	93.40
One period of 10 minutes duration	6	2.56	422	2.81
One period of 15 minutes duration	3	1.28	395	2.63
Two periods of 5 minutes duration	3	1.28	54	0.36
Two period fo 30 minutes duration	1	0.43	120	0.80

TABLE 95:

REST PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	79	33.76	4,876	32.49
Once a day 15 minutes	2	0.85	134	0.89
Once a day 20 minutes	1	0.43	40	0.27
Twice a day 20 minutes	17	7.26	1,180	7.86
Twice a day 30 minutes	122	52.14	8,089	53.89
Twice a day 35 minutes	1	0.43	50	0.33
Twice a day 40 minutes	1	0.43	15	0.10
Twice a day 60 minutes	4	1.71	177	1.18
Three times a day 45 minutes	4	1.71	379	2.52
Time not stated, or cannot be determined	3	1.28	70	0.47

TABLE 96:

CLOTHING AND UNIFORMS

	Agts		Emps	
	#	%	#	%
No Provision	151	64.53	8,912	59.37
Work clothing and uniform provided by employer at no cost to employee	61	26.07	4,088	27.24
Work clothing and uniform provided at some cost to the employee	1	0.43	35	0.23
Work clothing replaced at no cost to employee	2	0.85	26	0.17
Work clothing replaced at some cost to employee	1	0.43	120	0.80
Monetary allowance provided for purchase of work clothing	4	1.71	269	1.79
Provided and replaced by employer	9	3.85	1,327	8.84
Combination of at no cost, some cost, replaced no cost, some cost, monetary allowance, provided and replaced	4	1.71	183	1.22
Provision exists, details not specified or cannot be determined	1	0.43	50	0.33

TABLE 97:

SAFETY AND PROTECTIVE CLOTHING

	Agts		Emps	
	#	%	#	%
No Provision	141	60.26	8,274	55.12
Safety equipment supplied at no cost to employee	75	32.05	5,045	33.61
Monetary allowance provided for purchase of safety equipment	3	1.28	105	0.70
Provided and replaced by employer	10	4.27	1,135	7.56
Safety equipment supplied/no cost/some cost/monetary allowance/replacement/some cost/no cost	4	1.71	442	2.94
Provision exists no details given	1	0.43	9	0.06

TABLE 98:

ALLOWANCE FOR TOOLS

	Agts		Emps	
	#	%	#	%
No Provision	220	94.02	14,224	94.76
Tools supplies at no cost to employee	10	4.27	417	2.78
Monetary allowance provided for purchase of tools	2	0.85	315	2.10
Provided and replaced by employer	2	0.85	54	0.36

TABLE 99:

TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	149	63.68	8,519	56.76
Training on the job	67	28.63	4,599	30.64
Apprenticeship program	8	3.42	703	4.68
Tuition and financial assistance	3	1.28	820	5.46
Combination of training on the job and/or tuition and financial assistance	4	1.71	242	1.61
Combination of training on the job, apprenticeship program and/or tuition and financial assistance	1	0.43	35	0.23
Provision exists, but no details given	2	0.85	92	0.61

TABLE 100:

HEALTH AND/OR SAFETY COMMITTEES

	Agts		Emps	
	#	%	#	%
No Provision	131	55.98	7,062	47.05
Provision exists for safety program	75	32.05	5,020	33.44
Safety committee	11	4.70	1,382	9.21

TABLE 100:

HEALTH AND/OR SAFETY COMMITTEES (Cont'd)

	Agts		Emps	
	#	%	#	%
Pay for safety committee	1	0.43	50	0.33
Combination of safety program, safety committee and/or pay for safety committee	16	6.84	,496	9.97

TABLE 101:

ATTENDANCE OR CONTINUOUS SERVICE BONUS (LONGEVITY PAY)

	Agts		Emps	
	#	%	#	%
No Provision	214	91.45	13,316	88.71
$.09 per hour	1	0.43	40	0.27
$.18 per hour	1	0.43	20	0.13
$180 per year	12	5.13	1,245	8.29
$240 per year	1	0.43	27	0.18
Provision exists, no details given	1	0.43	120	0.80
Other	4	1.71	242	1.61

TABLE 102:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
No Provision	227	97.01	14,651	97.61
Legal defence provided - 3rd party action	7	2.99	359	2.39

TABLE 103:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
No Provision	230	98.29	13,947	92.92
Moonlighting permitted - no moonlighting if such work interferes with regular work of employees	4	1.71	1,053	7.08

TABLE 104:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
No Provision	188	80.34	11,660	77.68
Contracting out permitted	2	0.85	865	5.76
Contracting out prohibited	20	8.55	978	6.52
Employer cannot contract-out work which will lead to lay-off or failure to recall members of bargaining unit	19	8.12	1,225	8.16
Other	5	2.14	282	1.88

TABLE 105:

RE-OPENER CLAUSE

	Agts		Emps	
	#	%	#	%
No Provision	219	93.59	14,415	96.04
Wage re-opener	10	4.27	269	1.79
Non-wage re-opener clause only	1	0.43	30	0.20
Combination of wage re-opener and/or non-wage re-opener only	2	0.85	125	0.83
Provision exists not details given	1	0.43	165	1.10
Other	1	0.43	6	0.04

TABLE 106:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
No Provision	225	96.15	13,270	88.41
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs	3	1.28	494	3.29
Provision for transfer of older and/or handicapped workers to light or more suitable jobs if available	4	1.71	585	3.90
Other-e.g., hiring of older workers	2	0.85	661	4.40

TABLE 107:

LABOUR AND MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	91	38.89	3,940	26.25
Provision exists	143	61.11	11,070	73.75

TABLE 108:

BULLETIN BOARDS

	Agts		Emps	
	#	%	#	%
No Provision	78	33.33	4,707	31.36
Provision exists	156	66.67	10.303	68.64

TABLE 109:

EQUAL PAY FOR EQUAL WORK

	Agts		Emps	
	#	%	#	%
No Provision	221	94.44	14,184	94.50
Provision exists	13	5.56	826	5.50

TABLE 110:

NON-DISCRIMINATION

	Agts		Emps	
	#	%	#	%
No Provision	46	19.66	1,965	13.09
Union membership	8	3.42	390	2.60
Race, religion, sex, age	3	1.28	28	0.19
Race, religion, union membership	38	16.24	2,338	15.58
Race, religion, union membership, sex	13	5.56	523	3.48
Race, religion, union membership, sex, age	2	0.85	73	0.49
Race, religion, nationality, union membership	4	1.71	125	0.83
Race, religion, nationality, union membership, sex	2	0.85	145	0.97
Race, religion, nationality, union membership, sex, age	1	0.43	50	0.33
Race, religion, union membership, marital status	1	0.43	34	0.23
Race, religion, nationality, marital status	2	0.85	72	0.48
Race, religion, nationality, sex, age, marital status	2	0.85	109	0.73
Race, religion, nationality, union membership, sex, age, marital status	48	20.51	4,598	30.63
Race, religion, nationality, union membership, marital status	2	0.85	276	1.84
Race, religion, nationality, union membership, sex, marital status	55	23.50	3,964	26.41
Discrimination prohibited but types of discrimination not specified	3	1.28	75	0.50
Other	4	1.71	245	1.63

TABLE 111:

WORKERS COMPENSATION

	Agts		Emps	
	#	%	#	%
No Provision	95	40.60	5,650	37.64
Compensation payable is the difference between worker's compensation and regular salary	110	47.01	7,608	50.69
Compensation while injured employee claim is being settled by Worker's Compensation Board	2	0.85	55	0.37
Full compensation by employer, when off work due to injury on the job	1	0.43	211	1.41
Provision exists, no details given	24	10.26	1,328	8.85
Other	2	0.85	158	1.05

TABLE 112:

PART TIME EMPLOYEES - NORMAL WORK WEEK - DAYS PER WEEK

	Agts		Emps	
	#	%	#	%
No Provision	141	60.26	8,851	58.97
2 days per week	4	1.71	215	1.43
5 days per week	3	1.28	298	1.99
Irregular hours	26	11.11	1,463	9.75
Provision exists, no details given	60	25.64	4,183	27.87

TABLE 113:

DAILY HOURS - PART-TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	144	61.54	9,018	60.08
3 hours	1	0.43	22	0.15
5 hours	3	1.28	298	1.99
7 hours and 30 minutes	2	0.86	12	0.81
8 hours	5	2.14	237	1.58
Irregular hours	21	8.97	1,298	8.65
Provision exists, no details given	58	24.79	4,016	26.76

TABLE 114:

WEEKLY HOURS - PART-TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	136	58.12	7,906	52.67
17 hours and 30 minutes	1	0.43	106	0.71
20 hours	3	1.28	43	0.29

TABLE 114:

WEEKLY HOURS - PART TIME EMPLOYEES (Cont'd)

	Agts		Emps	
	#	%	#	%
24 hours	4	1.71	204	1.36
25 hours	3	1.28	298	1.99
30 hours	2	0.85	42	0.28
37 hours	4	1.71	475	3.16
Irregular hours	22	9.40	1,210	8.06
Provision exists, no details given	58	24.79	4,076	27.16
Other	1	0.43	650	4.33

TABLE 115:

HEALTH, WELFARE, SICK LEAVE, PENSION - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	143	61.11	9,417	62.74
Provision for health and welfare benefits	3	1.28	70	0.47
Provision for sick leave benefits	53	22.65	3,453	23.00
Combination of health and welfare benefits and sick leave benefits	7	2.99	286	1.91
Combination of sick leave benefits and pension benefits	2	0.85	131	0.87
Combination of health and welfare benefits, sick leave and pension benefits	3	1.28	203	1.35
Provision exists, but no details given	22	9.40	1,421	9.47
Other	1	0.43	29	0.19

TABLE 116:

PART-TIME EMPLOYEES - VACATION BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	129	55.13	8,236	54.87
Pro-rated vacation for part timers	96	41.03	6,117	40.75
Provision exists, details not specified or cannot be determined	8	3.42	628	4.18
Other	1	0.43	29	0.19

TABLE 117:

PART-TIME EMPLOYEES - PAID HOLIDAYS - STATUTORY

	Agts		Emps	
	#	%	#	%
No Provision	126	53.85	8,406	56.00
8 paid holidays	1	0.43	13	0.09

TABLE 117:

PART-TIME EMPLOYEES - PAID HOLIDAYS - STATUTORY (Cont'd)

	Agts		Emps	
	#	%	#	%
Pro-rated paid statutory holidays	101	43.16	6,259	41.70
Provision exists, detail not specified or cannot be determined	4	1.71	297	1.98
Other	2	0.85	35	0.23

TABLE 118:

PART-TIME EMPLOYEES - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	175	74.79	11,036	73.52
Seniority provisions for full-time workers-explicitly apply to part time workers	24	10.26	1,547	10.31
Special seniority - provision for part time worker (include opportunity for full time work after part time employment)	33	14.10	2,184	14.55
Other	2	0.85	243	1.62

TABLE 119:

COLA (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
No Provision	233	99.57	14,976	99.77
Provision exists	1	0.43	34	0.23

TABLE 120:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
No Provision	233	99.57	14,976	99.77
Adjustments tied to a specific amount of the change in the consumer price index	1	0.43	34	0.23

TABLE 121:

AMOUNT OF COLA ADJUSTMENTS

	Agts		Emps	
	#	%	#	%
No cost of living provision	233	99.57	14,976	99.77
Provision exists but no details given	1	0.43	34	0.23

TABLE 122:

TECHNOLOGICAL CHANGE - ADVANCE NOTICE

	Agts		Emps	
	#	%	#	%
No Provision	220	94.02	12,716	84.72
2 months	2	0.85	120	0.80
3 months	2	0.85	823	5.48
5 months	1	0.43	600	4.00
12 months	3	1.28	105	0.70
Provision exists, but no details given	6	2.56	646	4.30

TABLE 123:

TECHNOLOGICAL CHANGE - CONSULTATION

	Agts		Emps	
	#	%	#	%
No Provision	223	95.30	13,459	89.67
Provision exists	11	4.70	1,551	10.33

TABLE 124:

TECHNOLOGICAL CHANGE - TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	230	98.29	13,444	89.57
Displaced employees provided with on-the-job training opportunity on new equipment	3	1.28	966	6.44
Displaced employees provided with on-the-job training opportunity for other job	1	0.43	600	4.00

TABLE 125:

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCE

	Agts		Emps	
	#	%	#	%
No Provision	234	100.00	15,010	100.00

TABLE 126:

TECHNOLOGICAL CHANGE - NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	233	99.57	14,904	99.29
As provided by law	1	0.43	106	0.71

TABLE 127:

TECHNOLOGICAL CHANGE - RE-OPENER CLAUSE WAGES AND/OR WORKING CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	234	100.00	15,010	100.00

TABLE 128:

TECHNOLOGICAL CHANGE - WORK SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
No Provision	230	98.29	14,795	98.57
Specific reference to reduction of hours	4	1.71	215	1.43

TABLE 129:

TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY

	Agts		Emps	
	#	%	#	%
No Provision	231	98.72	14,750	98.27
Some form of wage or employment guarantee - other than S.U.B. or severance pay	1	0.43	20	0.13
Distribution of work - excludes cases like short work week, extended vacations	1	0.43	120	0.80
Other	1	0.43	120	0.80

TABLE 130:

TECHNOLOGICAL CHANGE - LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	234	100.00	15,101	100.00

TABLE 131:

BASIC MEDICARE - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	140	59.83	8,718	58.08
50% - employers contribution	71	30.34	4,203	28.00
60% - employers contribution	1	0.43	85	0.57
70% - employers contribution	1	0.43	200	1.33
75% - employers contribution	1	0.43	45	0.30
100% - employers contribution	8	3.42	197	1.31
$300	1	0.43	195	1.30
Provision exists, but not specified or cannot be determined	11	4.70	1,367	9.11

TABLE 132:

OTHER HEALTH BENEFITS - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	217	92.74	14,038	93.52
50% - employers contribution	7	2.99	345	2.30
67% - employers contribution	1	0.43	29	0.19
100% - employers contribution	4	1.71	150	1.00
Provision exists, but not specified or cannot be determined	4	1.71	400	2.66
Other	1	0.43	48	0.32

TABLE 133:

ACCIDENTAL DEATH AND DISMEMBERMENT - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	213	91.03	13,479	89.80
50% of premium paid by employer	12	5.13	565	3.76
100% of premium paid by employer	5	2.14	102	0.68
Amount of employer contribution not specified or cannot be determined	4	1.71	864	5.76

TABLE 134:

AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No accidential death and dismemberment insurance plan	216	92.31	13,591	90.55
$10,000	7	2.99	397	2.64
Amount of benefits varies with income	2	0.85	90	0.60
Amount of benefits not specified or cannot be determined	7	2.99	852	5.68
Other	2	0.85	80	0.53

TABLE 135:

AMOUNT OF LIFE INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No life inusurance plan	172	73.50	10,962	73.03
$2,000	2	0.85	172	1.15
$5,000	1	0.43	33	0.22
$7,500	2	0.85	80	0.53
$9,998	1	0.43	12	0.08
$10,000	8	3.42	440	2.93
$2,0000	1	0.43	40	0.27
$50,000	1	0.43	15	0.10
Amount of benefits varies with income	3	1.28	125	0.83
Amount of benefits not specified or cannot be determined	42	17.95	3,128	20.84
Other	1	0.43	3	0.02

TABLE 136:

AMOUNT OF SICK LEAVE

	Agts		Emps	
	#	%	#	%
No provision for paid sick leave	43	18.38	2,514	16.75
5 days granted per year	1	0.43	28	0.19
6 days granted per year	1	0.43	12	0.08
7 days granted per year	2	0.85	51	0.34
10 days granted per year	4	1.71	47	0.31
12 days granted per year	14	5.98	857	5.71
15 days granted per year	2	0.85	111	0.74
18 days granted per year	44	18.80	2,640	17.59
20 days granted per year	4	1.71	130	0.87
21 days granted per year	1	0.43	45	0.30
24 days granted per year	10	4.27	473	3.15
30 days granted per year	74	31.62	5,526	36.82
Granted on a monthly basis	9	3.85	462	3.08
Annual allowance varies with length of service	4	1.71	82	0.55
Annual allowance varies for different groups of employees	3	1.28	134	0.89
Paid sick leave exists, but annual allowance not specified	14	5.98	1,484	9.89
Other	4	1.71	414	2.76

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	56	23.93	3,084	20.55
Paid sick leave plan exists, but unused allowance not cumulative	5	2.14	31	0.21

TABLE 137:

MAXIMUM ACCUMULATION OF UUSED SICK LEAVE (Cont'd)

	Agts		Emps	
	#	%	#	%
20 days maximum accumulation	1	0.43	9	0.06
24 days maximum accumulation	2	0.85	98	0.65
30 days maximum accumulation	1	0.43	17	0.11
36 days maximum accumulation	1	0.43	200	1.33
42 days maximum accumulation	1	0.43	50	0.33
45 days maximum accumulation	2	0.85	74	0.49
60 days maximum accumulation	4	1.71	315	2.10
70 days maximum accumulation	1	0.43	34	0.23
74 days maximum accumulation	1	0.43	55	0.37
75 days maximum accumulation	2	0.85	90	0.60
90 days maximum accumulation	5	2.14	541	3.60
100 days maximum accumulation	4	1.71	137	0.91
120 days maximum accumulation	10	4.27	379	2.52
125 days maximum accumulation	8	3.42	352	2.35
130 days maximum accumulation	5	2.14	440	2.93
135 days maximum accumulation	2	0.85	45	0.30
144 days maximum accumulation	1	0.43	15	0.10
145 days maximum accumulation	1	0.43	38	0.25
150 days maximum accumulation	92	39.32	6,359	42.37
160 days maximum accumulation	1	0.43	85	0.57
170 days maximum accumulation	1	0.43	30	0.20
175 days maximum accumulation	3	1.28	318	2.12
180 days maximum accumulation	3	1.28	798	5.32
195 days maximum accumulation	4	1.71	192	1.28
200 days maximum accumulation	2	0.85	69	0.46
300 days maximum accumulation	7	2.99	814	5.42
Unlimited accumulation, or maximum cannot be determined	5	2.14	105	0.70
Unused sick leave converted to cash at end of calendar year	1	0.43	25	0.17
Other	2	0.85	211	1.41

TABLE 138:

REIMBURSEMENT FOR UNUSED SICK LEAVE ON RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	219	93.59	14,212	94.68
Paid sick leave plan exists, but no provision for cash payment for unused allowance on retirement	2	0.85	150	1.00
30% of unused sick leave paid to the employee	1	0.43	45	0.30
50% of unused sick leave paid to the employee	3	1.28	19	0.13
75% of unused sick leave paid to the employee	1	0.43	80	0.53
100% of unused sick leave paid to the employee	3	1.28	58	0.39
203 days	2	0.85	80	0.53
Percentage of unused sick leave paid varies with years of service	2	0.85	332	2.21
Lump sum payment or cash payment	1	0.43	34	0.23

TABLE 139:

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT

	Agts		Emps	
	#	%	#	%
No Provision	221	94.44	14,346	95.58
Paid sick leave plan exists, but no provision for cash payment for unused allowance on termination of employment	4	1.71	435	2.90
20% of unused sick leave paid to the employee on termination of his employment	1	0.43	45	0.30
25% of unused sick leave paid to the employee on termination of his employment	2	0.85	15	0.10
50% of unused sick leave paid to the employee on termination of his employment	1	0.43	12	0.08
75% of unused sick leave paid to the employee on termination of his employment	1	0.43	80	0.53
100% of unused sick leave paid to the employee on termination of his employment	2	0.85	46	0.31
Percentage of unused sick leave paid varies with years of service	1	0.43	27	0.18
Other	1	0.43	4	0.03

TABLE 140:

EARLY RETIREMENT BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	208	88.89	11,611	77.36
Unreduced basic benefit	23	9.83	2,136	14.23
Reduced basic benefit	1	0.43	650	4.33
Provision exists but no details given	1	0.43	13	0.09
Other	1	0.43	600	4.00

TABLE 141:

MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	215	91.88	13,402	89.29
12 weeks	1	0.43	40	0.27
15 weeks	3	1.28	130	0.87
17 weeks	1	0.43	124	0.83
26 weeks	2	0.85	36	0.24
104 weeks	1	0.43	25	0.17
Maximum duration of weekly sickness or accident indemnity not specified or cannot be determined	11	4.70	1,253	8.35

TABLE 142:

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	205	87.61	12,959	86.34
$210 per week	1	0.43	33	0.22
$250 per week	2	0.85	90	0.60
Amount of weekly indemnity expressed as a percent of wages	5	2.14	232	1.55
Welfare plan mentioned, but no details given	21	8.97	1,696	11.30

TABLE 143:

LONG TERM DISABILITY - EMPLOYEES CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	219	93.59	14,053	93.62
50% - employers contribution	4	1.71	93	0.62
Provision exists, but not specified or cannot be determined	10	4.27	824	5.49
Other	1	0.43	40	0.27

TABLE 144:

AMOUNT OF LONG TERM DISABILITY BENEFIT

	Agts		Emps	
	#	%	#	%
No Provision	216	92.31	13,956	92.98
Plan mentioned but no details given	18	7.69	1,054	7.02

TABLE 145:

PRIVATE PENSION PLAN - BENEFIT AMOUNT OF

	Agts		Emps	
	#	%	#	%
No Provision	179	76.50	11,427	76.13
Plan mentioned, no details given	54	23.08	3,543	23.60
Other	1	0.43	40	0.27

TABLE 146:

DEATH BENEFITS

	Agts #	Agts %	Emps #	Emps %
No Provision	209	89.32	12,749	84.94
Lump sum payment	23	9.83	2,196	14.63
Plan mentioned, no details given	1	0.43	25	0.17
Other	1	0.43	40	0.27

TABLE 147:

DEATH EXPENSES

	Agts #	Agts %	Emps #	Emps %
No Provision	234	100.00	15,010	100.00

TABLE 148:

DENTAL PLAN - EMPLOYERS CONTRIBUTION

	Agts #	Agts %	Emps #	Emps %
No Provision	223	95.30	13,917	92.72
50% - employers contribution	5	2.14	894	5.96
67% - employers contribution	1	0.43	29	0.19
100% - employers contribution	3	1.28	85	0.57
Provision exists, but not specified or cannot be determined	2	0.85	85	0.57

TABLE 149:

INDEXATION OF PENSION PLAN

	Agts #	Agts %	Emps #	Emps %
No Provision	234	100.00	15,010	100.00

TABLE 150:

ADMINISTRATION OF PENSION PLAN

	Agts #	Agts %	Emps #	Emps %
No Provision	223	95.30	14,222	94.75
Union only	6	2.56	13	0.09
Trustees (either individual or corporate) or insurance company	2	0.85	690	4.60
Provision exists, but no details	2	0.85	83	0.55
Other	1	0.43	2	0.01

TABLE 151:

ADMINISTRATION OF SEVERANCE PLAN

	Agts		Emps	
	#	%	#	%
No Provision	233	99.57	14,970	99.73
Provision exists, no details given	1	0.43	40	0.27

TABLE 152:

ADMINISTRATION OF SUB PLANS

	Agts		Emps	
	#	%	#	%
No Provision	234	100.00	15,010	100.00

TABLE 153·

ADMINISTRATION OF HEALTH AND WELFARE PLANS

	Agts		Emps	
	#	%	#	%
No Provision	223	95.30	14,209	94.66
Union only	7	2.99	19	0.13
Trustee (either individual or corporate) or insurance company	4	1.71	782	5.21

TABLE 154:

SEVERANCE PLANS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	228	97.44	14,052	93.62
Severance payments specified in agreement	6	2.56	958	6.38

TABLE 155:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	229	97.86	14,702	97.95
1 week for each year of service	1	0.43	3	0.02
2 weeks for each year of service	1	0.43	12	0.08
4 weeks for each year of service	2	0.85	289	1.93
Other	1	0.43	4	0.03

TABLE 156:

SEVERANCE PAYMENTS - TOTAL BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	228	97.44	14,052	93.62
13 weeks	1	0.43	3	0.02
15 weeks	1	0.43	650	4.33
52 weeks	1	0.43	165	1.10
64 weeks	1	0.43	124	0.83
Provision exists, but no details given	1	0.43	12	0.08
Other	1	0.43	4	0.03

TABLE 157:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	229	97.86	14,217	94.72
1 year of service	2	0.85	15	0.10
20 yeras of service	1	0.43	124	0.83
Other	2	0.85	654	4.36

TABLE 158:

SEVERANCE PLANS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	233	99.57	14,995	99.90
Severance payments specified in agreement	1	0.43	15	0.10

TABLE 159:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	233	99.57	14,995	99.90
10 years of service	1	0.43	15	0.10

TABLE 160:

SEVERANCE PAYMENTS - RATES OF PAYMENTS OF BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	233	99.57	14,995	99.90
Flat amount	1	0.43	15	0.10

TABLE 161:

SEVERANCE PAYMENTS - TOTAL BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	234	100.00	15,010	100.00

TABLE 162:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	220	94.02	14,298	95.26
Flat amount	11	4.70	621	4.14
Provision exists, but no details given	1	0.43	36	0.24
Other	2	0.85	55	0.37

TABLE 163:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	147	62.82	8,726	58.13
3 years of service	42	17.95	3,224	21.48
8 years of service	1	0.43	80	0.53
10 years of service	4	1.71	194	1.29
15 years of service	1	0.43	30	0.20
25 years of service	4	1.71	253	1.69
30 years of service	34	14.53	2,334	15.55
Other	1	0.43	169	1.13

PART IV:

TRADE

The Trade sector includes industries whose SIC (Standard Industrial Classification) numbers range from 5011 to 6921. This group is comprised of wholesalers and retailers of such products as paper, food, drugs and toilet preparations, dry goods, machinery, building materials and personal goods. The data in this section is based on 74 agreements covering some 2,884 employees.

TABLE 1:

UNION MEMBERSHIP REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No provision regarding union membership as a condition of employment (open shop)	19	25.68	885	30.69
Closed shop	1	1.35	80	2.77
Union shop	29	39.19	910	31.55
Modified union shop (compulsory membership for new employees, maintenance or non-maintenance of membership for others)	15	20.27	847	29.37
Maintenance of membership for present and/future employees	9	12.16	150	5.20
Other	1	1.35	12	0.42

TABLE 2:

AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	2	2.70	110	3.81
Compulsory for all employees covered by the agreement (Rand Formula)	36	48.65	1,821	63.14
Compulsory only for union members	25	33.78	827	28.68
Compulsory for new employees	1	1.35	26	0.90
Voluntary for old employees, compulsory for new (Modified Rand Formula)	5	6.76	71	2.46
Voluntary for all employees covered by the agreement	5	6.76	29	1.01

TABLE 3:

TERMS OF AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	3	4.05	125	4.33
Irrevocable for term of agreement	18	24.32	293	10.16
Revocable at specified time prior to anniversary date of agreement	2	2.70	42	1.46
Check-off provision exists, but term of authorization not specified	51	68.92	2,424	84.05

TABLE 4:

JURISDICTION OF WORK - EACH TRADE

	Agts		Emps	
	#	%	#	%
No Provision	72	97.30	2,806	97.30
Provision respecting the scope of the work	2	2.70	78	2.70

TABLE 5:

CROSSING OF PICKET LINES

	Agts		Emps	
	#	%	#	%
No Provision	73	98.65	2,852	98.89
Employees have the right to refuse to cross picket lines and handle hot cargoes	1	1.35	32	1.11

TABLE 6:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
No Provision	4	5.41	120	4.16
General statement of management rights	38	51.35	1,060	36.75
Enumerated list of management rights	32	43.24	1,704	59.08

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
No Provision	6	8.11	59	2.05
20 calendar days	1	1.35	28	0.97
28 calendar days	1	1.35	32	1.11
30 calendar days	1	1.35	5	0.17
40 calendar days	1	1.35	25	0.87
45 calendar days	5	6.76	99	3.43
50 calendar days	1	1.35	35	1.21
60 calendar days	14	18.92	288	9.99
90 calendar days	5	6.76	88	3.05
25 working days	2	2.70	710	24.62
30 working days	9	12.16	414	14.36
35 working days	1	1.35	56	1.94
40 working days	3	4.05	97	3.36
45 working days	1	1.35	0	0.00
50 working days	2	2.70	13	0.45
60 working days	4	5.41	59	2.05
90 working days	2	2.70	98	3.40
2 months	1	1.35	6	0.21
3 months	10	13.51	186	6.45
6 months	2	2.70	550	19.07
Probationary period varies by occupation or classification	2	2.70	36	1.25

TABLE 8:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	5	6.76	97	3.36
Company-wide seniority	12	16.22	721	25.00
Plant-wide seniority-bargaining unit	23	31.08	675	23.40
Department seniority	13	17.57	317	10.99
Job or occupational classification seniority	1	1.35	15	0.52
Combination of company-wide and plant-wide seniority	1	1.35	600	20.80
Combination of company-wide and department seniority	5	6.76	112	3.88
Combination of plant-wide and department seniority	1	1.35	17	0.59
Seniority unit not specified or cannot be determined	12	16.22	315	10.92
Other	1	1.35	15	0.52

TABLE 9:

SENIORITY FOR EMPLOYEES WITH SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
No Provision	57	77.03	1,283	44.49
Special seniority for union officials	2	2.70	41	1.42
Retention of union seniority for union officials elected	11	14.86	1,312	45.49
Combination of special seniority with special skills, union officials and union officials elected	4	5.41	248	8.60

TABLE 10:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
No Provision	17	22.97	1,188	41.19
Straight seniority	1	1.35	6	0.21
Seniority taken into account along with other factors such as ability, skill, knowledge and physical fitness	27	36.49	526	18.24
Straight seniority if other factors are equal or sufficient	29	39.19	1,164	40.36

TABLE 11:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	4	5.41	611	21.19
Straight seniority	7	9.46	204	7.07
Seniority taken into account with other factors such as knowledge, skills, ability, training and physical fitness	41	55.41	989	34.29
Straight seniority if other factors are equal or sufficient	22	29.73	1,080	37.45

TABLE 12:

SENIORITY - RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
No Provision	7	9.46	1,056	36.62
Straight seniority	6	8.11	218	7.56
Seniority taken into account along with other factors such as knowledge, skill, ability, training and physical fitness	41	55.41	975	33.81
Straight seniority if other factors are equal or sufficient	20	27.03	635	22.02

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS

	Agts		Emps	
	#	%	#	%
No Provision	11	14.86	674	23.37
6 months	19	25.68	403	13.97
7 months	1	1.35	0	0.00
8 months	3	4.05	84	2.91
9 months	9	12.16	1,062	36.82
10 months	2	2.70	32	1.11
12 months	22	29.73	473	16.40
24 months	2	2.70	32	1.11
Seniority rights retained for period related to length of service	2	2.70	56	1.94
Combination of number of mouths and length of service	3	4.05	68	2.36

TABLE 14:

CAUSES FOR LOSS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	16	21.62	357	12.38
Combination of discharged for just cause, voluntarily termination and failure to return when notified	53	71.62	2,475	85.82
Lay-off limits exceeded	5	6.76	52	1.80

TABLE 15:

SENIORITY BUMPING

	Agts		Emps	
	#	%	#	%
No Provision	63	85.14	2,093	72.57
Combination of bumping within same department or occupational classification	1	1.35	600	20.80
Seniority bumping with restrictions	6	8.11	115	3.99
Seniority bumping within bargaining unit	4	5.41	76	2.64

TABLE 16:

RETENTION OF SENIORITY DURING ILLNESS OR ACCIDENT

	Agts		Emps	
	#	%	#	%
No Provision	53	71.62	2,340	81.14
Seniority is retained for a period of up to and including six months	1	1.35	34	1.18
Seniority is retained for more than six months up to and including twelve months	5	6.76	140	4.85
Seniority is retained for more than twelve months up to and including eighteen months	1	1.35	35	1.21
Seniority is retained for more than eighteen months up to and including twenty-four months	1	1.35	12	0.42
Length nor specified or indefinite	10	13.51	237	8.22
Not specified in "list of circumstances under which seniority is lost"	2	2.70	78	2.70
Other	1	1.35	8	0.28

TABLE 17:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	50	67.67	1,864	64.63
36 hours	1	1.35	20	0.69
1 calendar days	1	1.35	80	2.77
3 calendar days	3	4.05	60	2.08
5 working days	1	1.35	10	0.35
10 working days	1	1.35	12	0.42
1 week	1	1.35	15	0.52
2 weeks	2	2.70	421	14.60
Length of notice varies with length of service	14	18.92	402	13.94

TABLE 18:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
No Provision	27	36.49	476	16.50
3 calendar days	4	5.41	113	3.92
5 calendar days	1	1.35	24	0.83
7 calendar days	1	1.35	5	0.17
15 calendar days	1	1.35	415	14.39
2 working days	1	1.35	10	0.35
3 working days	6	8.11	241	8.36

TABLE 18:

POSTING OF JOB VACANCIES (Cont'd)

	Agts		Emps	
	#	%	#	%
4 working days	1	1.35	220	7.63
5 working days	14	18.92	310	10.75
6 working days	1	1.35	110	3.81
10 working days	1	1.35	12	0.42
1 week	5	6.76	69	2.39
7 weeks	1	1.35	3	0.10
Provision exists, but posting period not specified or cannot be determined	10	13.51	876	30.37

TABLE 19:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
No Provision	24	32.43	502	17.41
Regular rate of the employee	3	4.05	45	1.56
New rate or regular rate of the employee, whichever is the higher at start of transfer	11	14.86	459	15.92
New rate or regular rate of the employee, whichever is the higher, only after specified period of time	25	33.78	1,687	58.50
Rate of new occupation, at start of transfer	2	2.70	27	0.94
Rate of new occupation, only after specified period of time	4	5.41	91	3.16
Other	5	6.76	73	2.53

TABLE 20:

INITIAL PRESENTATION OF EMPLOYEE GRIEVANCE

	Agts		Emps	
	#	%	#	%
No Provision	4	5.41	125	4.33
Employee only	5	6.76	652	22.61
Union representative only	1	1.35	15	0.52
Employee with or without union representative	62	83.78	2,062	71.50
Grievance committee only	1	1.35	15	0.52
Other	1	1.35	15	0.52

TABLE 21:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION (TIME LIMITS)

	Agts		Emps	
	#	%	#	%
No Provision	7	9.46	203	7.04
24 hours	6	8.11	161	5.58
2 calendar days	2	2.70	6	0.21
3 calendar days	8	10.81	194	6.73
5 calendar days	3	4.05	63	2.18
6 calendar days	2	2.70	78	2.70
7 calendar days	2	2.70	237	8.22
10 calendar days	3	4.05	73	2.53
2 working days	9	12.16	135	4.68
3 working days	8	10.81	115	3.99
5 working days	10	13.51	739	25.62
7 working days	2	2.70	710	24.62
10 working days	1	1.35	12	0.42
14 working days	7	9.46	77	2.67
Not specified explicitly	4	5.41	81	2.81

TABLE 22:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
No Provision	29	39.19	1,218	42.23
Number of steps in the grievance is reduced	36	48.65	816	28.29
Combination of reduction of steps and/or duration of delays reduced	9	12.16	850	29.47

TABLE 23:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
No Provision	25	33.78	597	20.70
Union officials receive time-off without loss of pay for grievance work during regular hours of work	34	45.95	909	31.52
Remuneration is for limited number of hours only	2	2.70	550	19.07
Union officials receive time-off for grievance work, but no indication if such time-off is paid or unpaid	10	13.51	805	27.91
Time-off without loss of pay, but does not state whether during working hours or other	2	2.70	8	0.28
Other	1	1.35	15	0.52

TABLE 24:

COMPENSATION IN NEGOTIATIONS OF COLLECTIVE AGREEMENT

	Agts		Emps	
	#	%	#	%
No Provision	45	60.81	1,170	40.57
Compensation limited to regular hours of work	22	29.73	1,067	37.00
Compensation is for a specific number of hours	6	8.11	635	22.02
Union officials receive time-off for negotiation of agreement but no indication if paid or unpaid	1	1.35	12	0.42

TABLE 25:

ARBITRATION - NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
No Provision	2	2.70	110	3.81
Single arbitrator	34	45.95	1,128	39.11
Panel/board of arbitration	8	10.81	158	5.48
Single or board of arbitration	30	40.54	1,488	51.60

TABLE 26:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
No Provision	9	12.16	368	12.76
Appeal of discharge after dismissal	42	56.76	1,684	58.39
Reimbursement if exonerated after suspension	2	2.70	17	0.59
Combination of appeal of discharge and reimbursement if exonerated	21	28.38	815	28.26

TABLE 27:

NORMAL WORK WEEK - (DAYS)

	Agts		Emps	
	#	%	#	%
No Provision	3	4.05	120	4.16
5 days per week	62	83.78	2,514	87.17
5.5 days per week	2	2.70	21	0.73
Irregular work week	1	1.35	110	3.81
Work days vary for different groups of employees	1	1.35	324	1.11
Work days vary for different seasons or other periods	2	2.70	50	1.73
Work days not specified or cannot be determined	3	4.05	37	1.28

TABLE 28:

NORMAL DAILY HOURS

	Agts		Emps	
	#	%	#	%
Number of hours not stated	3	4.05	125	4.33
7 hours per day	2	2.70	44	1.53
8 hours per day	47	63.51	1,732	60.06
8 hours and 30 minutes per day	1	1.35	8	0.28
Irregular daily hours	14	18.92	856	29.68
Daily hours vary for different groups of employees	1	1.35	12	0.42
Daily hours vary for different seasons or other periods	3	4.05	65	2.25
Number of hours per day not specified or cannot be determined	3	4.05	42	1.46

TABLE 29:

NORMAL WORK WEEK (HOURS)

	Agts		Emps	
	#	%	#	%
Number of hours not stated	3	4.05	115	3.99
35 hours per week	3	4.05	74	2.57
39 hours per week	1	1.35	600	20.80
40 hours per week	55	74.32	1,912	66.30
42 hours and 30 minutes per week	1	1.35	8	0.28
43 hours per week	1	1.35	35	1.21
44 hours per week	3	4.05	38	1.32
Irregular work hours	3	4.05	28	0.97
Weekly hours vary for different groups of employees	3	4.05	59	2.05
Weekly hours vary for different seasons or other periods	1	1.35	15	0.52

TABLE 30:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
No Provision	73	98.65	2,872	99.58
Five day week, variable starting and quitting time	1	1.35	12	0.42

TABLE 31:

NORMAL WEEKLY METHOD OPERATIONS - EMPLOYER

	Agts		Emps	
	#	%	#	%
No Provision	6	8.11	213	7.39
1 shift 5 days per week	22	29.73	417	14.46
1 shift 6 days per week	19	25.68	315	10.92
1 shift 7 days per week	3	4.05	54	1.87
2 shifts 5 days per week	5	6.76	87	3.02
2 shifts 6 days per week	9	12.16	1,428	49.51
2 shifts 7 days per week	1	1.35	40	1.39
3 shifts 5 days per week	2	2.70	80	2.77
3 shifts 6 days per week	2	2.70	136	4.72
3 shifts 7 days per week	3	4.05	52	1.80
Other	2	2.70	62	2.15

TABLE 32:

DISTRIBUTION OF WORK DURING SLACK PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 33:

OVERTIME PAY - AFTER NORMAL DAILY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	10	13.51	199	6.90
Straight time followed by a higher rate	4	5.41	73	2.53
Time and one-half	54	72.97	1,994	69.14
Time and one-half followed by a higher rate	4	5.41	468	16.23
Other	2	2.70	150	5.20

TABLE 34:

OVERTIME PAY - AFTER NORMAL WEEKLY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	7	9.46	144	4.99
Straight time followed by a higher rate	6	8.11	91	3.16
Time and one-half	55	74.32	2,031	70.42
Time and one-half followed by a higher rate	4	5.41	468	16.23
Other	2	2.70	150	5.20

TABLE 35:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	20	27.03	385	13.35
Time and one-half	43	58.11	1,713	59.40
Time and one-half followed by a higher rate	3	4.05	53	1.84
Double time	8	10.81	733	25.42

TABLE 36:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	13	17.57	238	8.25
Time and one-half	9	12.16	159	5.51
Double time	51	68.92	2,072	71.84
Other	1	1.35	415	14.39

TABLE 37:

TIME-OFF IN LIEU OF OVERTIME PAY

	Agts		Emps	
	#	%	#	%
No Provision	65	87.84	2,579	89.42
Time-off in lieu of overtime pay	9	12.16	305	10.58

TABLE 38:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	49	66.22	1,916	66.44
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	3	4.05	200	6.93
Employee has the right to refuse overtime as long as he has a sufficient reason to do so	1	1.35	12	0.42
Employee has the right to refuse overtime when others are available to do the work	1	1.35	30	1.04
Overtime is mandatory in cases of emergency	6	8.11	347	12.03
Overtime mandatory-specific provision	2	2.70	150	5.20
Right to refuse overtime - specific period of compulsory overtime	2	2.70	71	2.46
Right to refuse overtime - special consideration for employees with greater seniority	2	2.70	31	1.07
Overtime is compulsory in special circumstances	6	8.11	75	2.60
Other	2	2.70	52	1.80

TABLE 39:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	57	77.03	2,279	79.02
Overtime is equitably distributed among employees within a department	2	2.70	252	8.74
Overtime is equitably distributed among employees within an occupation and/or wage bracket, etc.	2	2.70	28	0.97
Combination of plant-wide, occupation and/or wage bracket, etc.	2	2.70	130	4.51
Overtime is equitably distributed but preference on a seniority basis is given to senior employees	4	5.41	72	2.50
Overtime is equitably distributed but basis is impossible to determine	4	5.41	73	2.53
Other	3	4.05	50	1.73

TABLE 40:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
No Provision	73	98.65	2,844	98.61
$.65 per hour	1	1.35	40	1.39

TABLE 41:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	55	74.32	1,244	43.13
$.15 per hour	1	1.35	26	0.90
$.20 per hour	1	1.35	17	0.59
$.25 per hour	1	1.35	80	2.77
$.35 per hour	3	4.05	64	2.22

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT (Cont'd)

	Agts		Emps	
	#	%	#	%
$.40 per hour	4	5.41	85	2.95
$.45 per hour	1	1.35	12	0.42
$.55 per hour	1	1.35	55	1.91
$.60 per hour	1	1.35	110	3.81
$.65 per hour	1	1.35	0	0.00
$.70 per hour	1	1.35	600	20.80
$3.00 per shift	2	2.70	550	19.07
$12.00 per week	1	1.35	16	0.55
$16.00 per week	1	1.35	25	0.87

TABLE 43:

SHIFT PREMIUM - (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
No Provision	66	89.19	2,584	89.60
$.15 per hour	1	1.35	26	0.90
$.20 per hour	1	1.35	17	0.59
$.35 per hour	1	1.35	20	0.69
$.40 per hour	1	1.35	15	0.52
$.55 per hour	1	1.35	55	1.91
$.65 per shift	1	1.35	110	3.81
$1.00 per shift	1	1.35	32	1.11
$16.00 per week	1	1.35	25	0.87

TABLE 44:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 45:

PREMIUM PAY FOR HAZARDOUS WORK

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 46:

PREMIUM PAY FOR DIRTY WORK

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 47:

PAY GUARANTEES - GUARANTEED EMPLOYMENT OR EARNINGS

	Agts		Emps	
	#	%	#	%
No Provision	68	91.89	2,749	95.32
More than one days work but less than one week or equivalent wage guarantee	1	1.35	12	0.42
Weekly work or wage guarantee	5	6.76	123	4.26

TABLE 48:

REPORTING PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	41	55.41	1,943	67.37
One hour of work	4	5.41	72	2.50
Two hours of work	1	1.35	22	0.76
Three hours of work	5	6.76	119	4.13
Four hours of work	18	24.32	563	19.52
Eight hours of work	2	2.70	98	3.40
Guarantee varies depending on whether or not employee is put to work	1	1.35	25	0.87
Guarantee varies for different groups of employees	2	2.70	42	1.46

TABLE 49:

CALL-IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	23	31.08	621	21.53
Straight time for 3 hours	4	5.41	86	2.98
Straight time for 3 hours followed by time and one-half	2	2.70	46	1.60
Straight time for 3 hours followed by applicable overtime rate	1	1.35	35	1.21
Straight time for 4 hours	15	20.27	530	18.38
Straight time for 4 hours followed by time and one-half	3	4.05	53	1.84
Straight time for 4 hours followed by applicable overtime rate	2	2.70	29	1.01

TABLE 49:

CALL-IN (BACK) PAY GUARANTEE (Cont'd)

	Agts		Emps	
	#	%	#	%
Time and one-half for 2 hours	2	2.70	35	1.21
Time and one-half for 3 hours	9	12.16	95	3.29
Time and one-half for 4 hours	3	4.05	50	1.73
Time and one-half for 4 hours followed by applicable overtime rate	1	1.35	415	14.39
Applicable overtime rate for 2 hours	2	2.70	28	0.97
Applicable overtime rate for 3 hours	1	1.35	600	20.80
Applicable overtime rate for 4 hours	4	5.41	183	6.35
Applicable overtime rate for 4 hours followed by applicable overtime rate	2	2.70	78	2.70

TABLE 50:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
No Provision	73	98.65	2,872	99.58
Other	1	1.35	12	0.42

TABLE 51:

PAY GUARANTEE DURING MACHINERY BREAKDOWNS OR ADVERSE WEATHER CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	60	81.08	2,541	88.11
Compensation for full shift - weather conditions	2	2.70	35	1.21
Compensation for one-half shift - weather conditions	2	2.70	39	1.35
Compensation for full-shift - machinery breakdown and weather conditions	4	5.41	140	4.85
Other	6	8.11	129	4.47

TABLE 52:

TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 53:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 54:

TRAVEL ALLOWANCE OR TRANSPORTATION - SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
No Provision	69	93.24	2,620	90.85
Paid travel time	1	1.35	17	0.59
Paid transportation or allowance	4	5.41	247	8.56

TABLE 55:

TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	66	89.19	2,001	69.38
Meal allowance	3	4.05	91	3.16
Transportation allowance	1	1.35	45	1.56
Any combination of travel pay, meal, lodging, transportation and/or daily allowance	4	5.41	747	25.90

TABLE 56:

MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	Agts		Emps	
	#	%	#	%
No Provision	72	97.30	2,149	74.51
$.30 per mile	1	1.35	600	20.80
Other	1	1.35	135	4.68

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
No Provision	2	2.70	110	3.81
9 full holidays	22	29.73	260	9.02
9 full holidays and 1 half holiday	2	2.70	30	1.04
10 full holidays	26	35.14	1,384	47.99

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR (Cont'd)

	Agts		Emps	
	#	%	#	%
10 full holidays and 1 half holiday	4	5.41	140	4.85
10 full holidays and 2 half holidays	2	2.70	63	2.18
11 full holidays	13	17.57	818	28.36
12 full holidays	1	1.35	12	0.42
12 full holidays and 2 half holidays	2	2.70	67	2.32

TABLE 58:

ELIGIBILITY FOR PAID HOLIDAYS - MINIMUM SERVICE

	Agts		Emps	
	#	%	#	%
No Provision	66	89.19	2,719	94.28
30 calendar days	2	2.70	28	0.97
90 calendar days	1	1.35	11	0.38
15 working days	1	1.35	32	1.11
30 working days	2	2.70	37	1.28
4 weeks	2	2.70	57	1.98

TABLE 59:

WORK PERFORMANCE FOR PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	15	20.27	888	30.79
Employee must have worked the next scheduled working day after	2	2.70	20	0.69
Employee must have worked both the last working day before and the next working day after	56	75.68	1,964	68.10
Must work specified length of time during the week, pay period, etc. prior to or in week holiday falls	1	1.35	12	0.42

TABLE 60:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	40	54.05	1,561	54.13
Working day off with pay	5	6.76	131	4.54
Extra days pay	3	4.05	60	2.08
Working day off or extra days pay	7	9.46	634	21.98
Provision applies to some of the paid statutory holidays or general holidays only	2	2.70	142	4.92
Observe on following Monday, preceeding Friday or day proclaimed by government	15	20.27	318	11.03
Other	2	2.70	38	1.32

TABLE 61:

PAID HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	24	32.43	1,078	37.38
Working day off with pay	6	8.11	146	5.06
Extra days pay	4	5.41	90	3.12
Working day off or extra days pay	5	6.76	95	3.29
Provision applies to some of the paid statutory holidays or general holidays only	2	2.70	142	4.92
Observe on following Monday, preceeding Friday or day proclaimed by government	31	41.89	1,295	44.90
Other	2	2.70	38	1.32

TABLE 62:

PREMIUM RATES FOR PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	6	8.11	299	10.37
Straight time	22	29.73	1,162	40.29
Time and one-half	28	37.84	516	17.89
Double time	18	24.32	907	31.45

TABLE 63:

NUMBER OF NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	73	98.65	2,869	99.48
3 full holidays	1	1.35	15	0.52

TABLE 64:

PREMIUM RATES FOR NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 65:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
No Provision	13	17.57	345	11.96
Any provision conferring any right for the employee to select his vacation	60	81.08	2,527	87.62
Combination of shut down and/or any right for the employee to select his vacation	1	1.35	12	0.42

TABLE 66:

PAID VACATIONS - THREE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	2	2.70	110	3.81
1 year of service	6	8.11	690	23.93
3 years of service	6	8.11	111	3.85
4 years of service	3	4.05	100	3.47
5 years of service	46	62.16	1,750	60.68
7 years of service	2	2.70	13	0.45
8 years of service	6	8.11	70	2.43
10 years of service	3	4.05	40	1.39

TABLE 67:

PAID VACATIONS - FOUR WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	13	17.57	273	9.47
7 years of service	1	1.35	32	1.11
9 years of service	6	8.11	1,071	37.14
10 years of service	25	33.78	1,064	36.89
11 years of service	3	4.05	74	2.57
12 years of service	10	13.51	140	4.85
13 years of service	4	5.41	76	2.64
15 years of service	2	2.70	42	1.46
16 years of service	4	5.41	54	1.87
17 years of service	1	1.35	5	0.17
18 years of service	2	2.70	18	0.62
20 years of service	1	1.35	15	0.52
25 years of service	2	2.70	20	0.69

TABLE 68:

PAID VACATIONS - FIVE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	44	59.46	831	28.81
15 years of service	1	1.35	16	0.55
16 years of service	3	4.05	766	26.56
17 years of service	1	1.35	32	1.11
20 years of service	15	20.27	1,042	36.13
22 years of service	9	12.16	197	6.83
23 years of service	1	1.35	0	0.00

TABLE 69:

PAID VACATIONS - SIX WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	63	85.14	1,441	49.97
25 years of service	4	5.41	786	27.25
30 years of service	7	9.46	657	22.78

TABLE 70:

PAID VACATIONS - SEVEN WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 71:

PAID VACATIONS - EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 72:

PAID VACATION MORE THAN EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 73:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	43	58.11	857	29.72
With limit	3	4.05	584	20.25
Carry-over specifically prohibited	28	37.84	1,443	50.03

TABLE 74:

EXTENDED VACATION PLANS

	Agts		Emps	
	#	%	#	%
No Provision	73	98.65	2,878	99.79
Vacation extended if regular allowance taken in specified period of time of year	1	1.35	6	0.21

TABLE 75:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
No Provision	60	81.08	1,975	68.48
Provision for vacation bonus	1	1.35	34	1.18
Provision for year end bonus or Christmas bonus	12	16.22	853	29.58
Other	1	1.35	22	0.76

TABLE 76:

STATUTORY HOLIDAYS FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
No Provision	19	25.68	848	29.40
Another working day off with pay	27	36.49	631	21.88
Extra days pay	4	5.41	36	1.25
Either working day off with pay or extra days pay	24	32.43	1,369	47.47

TABLE 77:

PAY IN LIEU OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 78:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	4	5.41	129	4.47
3 days	39	52.70	1,931	66.96
4 days	9	12.16	248	8.60
5 days	19	25.68	439	15.22
Other	3	4.05	137	4.75

TABLE 79:

PAID LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	20	27.03	491	17.02
1 day	19	25.68	1,119	38.80
2 days	4	5.41	70	2.43
3 days	23	31.08	555	19.24
Not specified or cannot be determined	1	1.35	15	0.52
Other	7	9.46	634	21.98

TABLE 80:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
No Provision	73	98.65	2,869	99.48
1 day	1	1.35	15	0.52

TABLE 81:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL)

	Agts		Emps	
	#	%	#	%
No Provision	73	98.65	2,869	99.48
1 day	1	1.35	15	0.52

TABLE 82:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
No Provision	73	98.65	2,852	98.89
Additional weeks if required	1	1.35	32	1.11

TABLE 83:

PAID JURY DUTY

	Agts		Emps	
	#	%	#	%
No Provision	39	52.70	1,358	47.09
Employee receives the difference between regular pay and jury fees	32	43.24	1,481	51.35
Employee receives part of the difference between regular pay and jury dues	3	4.05	45	1.56

TABLE 84:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
No Provision	70	94.59	2,803	97.19
Unpaid leave of absence	3	4.05	48	1.66
Other	1	1.35	33	1.14

TABLE 85:

SABBATICAL LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 86:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	13	17.57	379	13.14
Provision for unpaid leave of absence	55	74.32	2,417	83.81
Provision for paid leave of absence (whole or in part)	2	2.70	61	2.12
Provision for leave of absence, but not mentioned if paid or unpaid	4	5.41	27	0.94

TABLE 87:

LEAVE OF ABSENCE FOR PERSONAL REASONS - UNPAID

	Agts		Emps	
	#	%	#	%
No Provision	26	35.14	553	19.17
1 month	1	1.35	26	0.90
3 months	4	5.41	80	2.77
12 months	3	4.05	68	2.36
Less than one month	6	8.11	640	22.19
Unspecified or cannot be determined	34	45.95	1,517	52.60

TABLE 88:

REHABILITATION - ALCOHOLISM/DRUGS

	Agts		Emps	
	#	%	#	%
No Provision	63	85.14	21,67	75.14
Provision	11	14.86	717	24.86

TABLE 89:

MATERNITY LEAVE - SERVICE REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No Provision	55	74.32	1,896	65.74
9 months of service the employee must complete to qualify for maternity leave	1	1.35	600	20.80
12 months of service the employee must complete to qualify for maternity leave	16	21.62	359	12.45
Provision exists, but length of service required not specified or cannot be determined	2	2.70	29	1.01

TABLE 90:

MATERNITY LEAVE - LENGTH OF

	Agts		Emps	
	#	%	#	%
No Provision	40	54.05	1,435	49.76
12 weeks granted for maternity leave	1	1.35	10	0.35
16 weeks granted for maternity leave	1	1.35	20	0.69
17 weeks granted for maternity leave	14	18.92	294	10.19
22 weeks granted for maternity leave	1	1.35	220	7.63
23 weeks granted for maternity leave	1	1.35	27	0.94
24 weeks granted for maternity leave	8	10.81	757	26.25
26 weeks granted for maternity leave	2	2.70	13	0.45
36 weeks granted for maternity leave	2	2.70	32	1.11
52 weeks granted for maternity leave	1	1.35	32	1.11
Provision exists, but length of leave not specified or cannot be determined	3	4.05	44	1.53

TABLE 91:

MATERNITY LEAVE - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	43	58.11	1,423	49.34
Seniority retained up to time maternity leave begins	11	14.86	247	8.56
Seniority accumulates during entire maternity leave	14	18.92	1,121	38.87
Seniority forfeited after a certain length of time	2	2.70	45	1.56
Seniority accumulated up to a certain period then retained afterwards	2	2.70	45	1.56
Provision exists, but no reference to seniority status	1	1.35	3	0.10
Other	1	1.35	0	0.00

TABLE 92:

MATERNITY LEAVE - PAY

	Agts		Emps	
	#	%	#	%
No Provision	48	64.86	1,809	62.73
Leave of absence with loss of pay	20	27.03	1,012	35.09
Unemployment insurance maternity benefits only	5	6.76	37	1.28
Provision mentioned, details not specified cannot be determined	1	1.35	26	0.90

TABLE 93:

MEAL ALLOWANCE - (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	38	51.35	1,605	55.65
$3.50 for meal allowance	1	1.35	10	0.35
$3.75 for meal allowance	2	2.70	71	2.46
$4.00 for meal allowance	2	2.70	26	0.90
$4.50 for meal allowance	1	1.35	12	0.42
$4.75 for meal allowance	1	1.35	25	0.87
$5.00 for meal allowance	1	1.35	80	2.77
$5.75 for meal allowance	1	1.35	3	0.10
$6.00 for meal allowance	1	1.35	16	0.55
Employee works beyond his scheduled hours or for special circumstances	26	35.14	1,036	35.92

TABLE 94:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
No Provision	72	97.30	2,847	98.72
Time not specified	2	2.70	37	1.28

TABLE 95:

REST PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	17	22.97	936	32.45
Twice a day 20 minutes	8	10.81	117	4.06
Twice a day 25 minutes	1	1.35	24	0.83
Twice a day 30 minutes	23	31.08	450	15.60
Twice a day 40 minutes	3	4.05	120	4.16
Three times a day 30 minutes	1	1.35	40	1.39
Three times a day 45 minutes	16	21.62	905	31.38
Three times a day 60 minutes	1	1.35	220	7.63
Time not stated, or cannot be determined	3	4.05	57	1.98
Other	1	1.35	15	0.52

TABLE 96:

CLOTHING AND UNIFORMS

	Agts		Emps	
	#	%	#	%
No Provision	27	36.49	765	26.53
Work clothing and uniform provided by employer at no cost to employee	28	37.84	1,300	45.08
Work clothing and uniform provided at some cost to the employee	6	8.11	195	6.76
Monetary allowance provided for purchase of work clothing	3	4.05	27	0.94
Provided and replaced by employer	4	5.41	467	16.19
Combination of at no cost, some cost, replaced no cost, some cost, monetary allowance, provided and replaced	6	8.11	130	4.51

TABLE 97:

SAFETY AND PROTECTIVE CLOTHING

	Agts		Emps	
	#	%	#	%
No Provision	42	56.76	920	31.90
Safety equipment supplied at no cost to employee	22	29.73	1,244	43.13
Safety equipment supplied at some cost to employee	2	2.70	50	1.73
Monetary allowance provided for purchase of safety equipment	3	4.05	171	5.93
Provided and replaced by employer	1	1.35	415	14.39
Safety equipment supplied/no cost/some cost/monetary allowance/replacement/some cost/no cost	4	5.41	84	2.91

TABLE 98:

ALLOWANCE FOR TOOLS

	Agts		Emps	
	#	%	#	%
No Provision	55	74.32	2,224	77.12
Tools supplied at no cost to employee	12	16.22	441	15.29
Tools supplied at some cost to employee	1	1.35	45	1.56
Tools supplied at no cost to employee	1	1.35	12	0.42
Monetary allowance provided for purchase of tools	4	5.41	140	4.85
Provided and replaced by employer	1	1.35	22	0.76

TABLE 99:

TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	61	82.43	2,595	89.98
Apprenticeship program	2	2.70	32	1.11
Combination of training on the job and/or apprenticeship program	4	5.41	72	2.50
Combination of apprenticship program and/or tuition and financial assistance	3	4.05	45	1.56
Combintion of training on the job, apprenticeship program and/or tuition and financial assistance	4	5.41	140	4.85

TABLE 100:

HEALTH AND/OR SAFETY COMMITTEES

	Agts		Emps	
	#	%	#	%
No Provision	21	28.38	1,068	37.03
Provision exists for safety program	30	40.54	1,167	40.46
Safety committee	17	22.97	597	20.70
Pay for safety committee	1	1.35	12	0.42
Combination of safety program, safety committee and/or pay for safety committee	3	4.05	24	0.83
Provision exists, no details given	2	2.70	16	0.55

TABLE 101:

ATTENDANCE OR CONTINUOUS SERVICE BONUS (LONGEVITY PAY)

	Agts		Emps	
	#	%	#	%
No Provision	73	98.65	2,869	99.48
$.10 per hour	1	1.35	15	0.52

TABLE 102:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 103:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
No Provision	66	89.19	2,672	92.65
Moonlighting permitted with restrictions other than interfering with regular work of employees	8	10.81	212	7.35

TABLE 104:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
No Provision	71	95.95	2,818	97.71
Employer cannot contract-out work which will lead to lay-off or failure to recall members of bargaining unit	2	2.70	44	1.53
Other	1	1.35	22	0.76

TABLE 105:

RE-OPENER CLAUSE

	Agts		Emps	
	#	%	#	%
No Provision	71	95.95	2,834	98.27
Wage re-opener	3	4.05	50	1.73

TABLE 106:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
No Provision	72	97.30	2,852	98.89
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs	2	2.70	32	1.11

TABLE 107:

LABOUR AND MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	63	85.14	1,874	64.98
Provision exists	11	14.86	1,010	35.02

TABLE 108:

BULLETIN BOARDS

	Agts		Emps	
	#	%	#	%
No Provision	21	28.38	695	24.10
Provision exists	53	71.62	2,189	75.90

TABLE 109:

EQUAL PAY FOR EQUAL WORK

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 110:

NON-DISCRIMINATION

	Agts		Emps	
	#	%	#	%
No Provision	21	28.38	1,062	36.82
Union membership	7	9.46	186	6.45
Race, religion, union membership	11	14.86	141	4.89
Race, religion, union membership, sex	6	8.11	55	1.91
Race, religion, union membership, sex, age	5	6.76	954	33.08
Race, religion, nationality	1	1.35	11	0.38
Race, religion, nationality, union membership	2	2.70	20	0.69
Race, religion, nationality, union membership, sex	3	4.05	59	2.05
Race, religion, union membership, sex, marital status	3	4.05	55	1.91
Race, religion, nationality, marital status	2	2.70	63	2.18
Race, religion, nationality, sex, age, marital status	1	1.35	16	0.55
Race, religion, nationality, union membership, sex, age, marital status	8	10.81	149	5.17
Race, religion, nationality, union membership, marital status	2	2.70	78	2.70
Race, religion, nationality, union membership, sex, marital status	1	1.35	30	1.04
Other	1	1.35	5	0.17

TABLE 111:

WORKERS COMPENSATION

	Agts		Emps	
	#	%	#	%
No Provision	47	63.51	1,141	39.56
Compensation payable is the difference between worker's compensation and regular salary	7	9.46	647	22.43
Compensation while injured employee claim is being settled by Worker's Compensation Board	1	1.35	8	0.28
Full compensation by employer, when off work due to injury on the job	2	2.70	630	21.84
Provision exists, no details given	17	22.97	458	15.88

TABLE 112:

PART TIME EMPLOYEES - NORMAL WORK WEEK - DAYS PER WEEK

	Agts		Emps	
	#	%	#	%
No Provision	44	59.46	1,508	52.29
Irregular hours	24	32.43	1,279	44.35
Provision exists, no details given	6	8.11	97	3.36

TABLE 113:

DAILY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	44	59.46	1,508	52.29
Irregular hours	24	32.43	1,279	44.35
Provision exists, no details given	6	8.11	97	3.36

TABLE 114:

WEEKLY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	42	56.76	1,478	51.25
20 hours	2	2.70	27	0.94
24 hours	18	24.32	1,142	39.60
25 hours	2	2.70	6	0.21
34 hours	1	1.35	11	0.38
Irregular hours	9	12.16	220	7.63

TABLE 115:

HEALTH, WELFARE, SICK LEAVE, PENSION - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	69	93.24	2,223	77.08
Provision for sick leave benefits	3	4.05	55	1.91
Combination of health and welfare benefits and sick leave benefits	1	1.35	6	0.21
Combination of health and welfare benefits, sick leave and pension benefits	1	1.35	600	20.80

TABLE 116:

PART TIME EMPLOYEES - VACATION BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	45	60.81	1,434	49.72
Pro-rated vacation for part timers	28	37.84	1,422	49.31
Other	1	1.35	28	0.97

TABLE 117:

PART TIME EMPLOYEES - PAID HOLIDAYS - STATUTORY

	Agts		Emps	
	#	%	#	%
No Provision	53	71.62	1,571	54.47
6 paid holidays	1	1.35	30	1.04
9 paid holidays	1	1.35	110	3.81
10 paid holidays	1	1.35	6	0.21
Pro-rated paid statutory holidays	18	24.32	1,167	40.46

TABLE 118:

PART TIME EMPLOYEES - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	48	64.86	1,492	51.73
Special seniority - provision for part time worker (includes opportunity for full time work after part time employment)	25	33.78	1,337	46.36
Other	1	1.35	55	1.91

TABLE 119:

COLA (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
No Provision	72	97.30	2,872	99.58
Provision exists - is effective during agreement	2	2.70	12	0.42

TABLE 120:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
No Provision	72	97.30	2,872	99.58
Automatic annual adjustments	1	1.35	12	0.42
Other	1	1.35	0	0.00

TABLE 121:

AMOUNT OF COLA ADJUSTMENTS

	Agts		Emps	
	#	%	#	%
No cost of living provision	72	97.30	2,872	99.58
Other	2	2.70	12	0.42

TABLE 122:

TECHNOLOGICAL CHANGE - ADVANCE NOTICE

	Agts		Emps	
	#	%	#	%
No Provision	68	91.89	2,259	78.33
2 months	2	2.70	28	0.97
3 months	3	4.05	570	19.76
Provision exists, but no details given	1	1.35	27	0.94

TABLE 123:

TECHNOLOGICAL CHANGE - CONSULTATION

	Agts		Emps	
	#	%	#	%
No Provision	68	91.89	2,247	77.91
Provision exists	6	8.11	637	22.09

TABLE 124:

TECHNOLOGICAL CHANGE - TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	71	95.95	2,841	98.51
Displaced employees provided with on the job training opportunity on new equipment	1	1.35	12	0.42
Laid-off employee to receive retraining at employers expense	1	1.35	15	0.52
Provision exists, no details given	1	1.35	16	0.55

TABLE 125:

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCE

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 126:

TECHNOLOGICAL CHANGE - NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	70	94.59	2,804	97.23
90 days	1	1.35	20	0.69
As provided by law	3	4.05	60	2.08

TABLE 127:

TECHNOLOGICAL CHANGE - RE-OPENER CLAUSE WAGES AND/OR WORKING CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 128:

TECHNOLOGICAL CHANGE - WORK SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 129:

TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY

	Agts		Emps	
	#	%	#	%
No Provision	71	95.95	2,307	79.99
Some form of wage or employment guarantee - other than S.U.B. or severance pay	3	4.05	577	20.01

TABLE 130:

TECHNOLOGICAL CHANGE - LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 131:

BASIC MEDICARE - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	37	50.00	742	25.73
50% - employers contribution	14	18.92	546	18.93
75% - employers contribution	1	1.35	12	0.42
100% - employers contribution	6	8.11	1,292	44.80
Provision exists, but not specified or cannot be determined	16	21.62	292	10.12

TABLE 132:

OTHER HEALTH BENEFITS - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	64	86.49	2,229	77.29
50% - employers contribution	3	4.05	46	1.60
75% - employers contribution	1	1.35	12	0.42
100% - employers contribution	3	4.05	550	19.07
Provision exists, but not specified or cannot be determined	3	4.05	47	1.63

TABLE 133:

ACCIDENTAL DEATH AND DISMEMBERMENT - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No accidential death or dismemberment insurance plan	73	98.65	2,868	99.45
50% of premium paid by employer	1	1.35	16	0.55

TABLE 134:

AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No accidental death and dismemberment insurance plan	73	98.65	2,868	99.45
$3,000	1	1.35	16	0.55

TABLE 135:

AMOUNT OF LIFE INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No life insurance plan	41	55.41	1,017	35.26
$2,000	1	1.35	16	0.55
Amount of benefits varies with income	1	1.35	20	0.69
Amount of benefits not specified or cannot be determined	31	41.89	1,831	63.49

TABLE 136:

AMOUNT OF SICK LEAVE

	Agts		Emps	
	#	%	#	%
No provision for paid sick leave	18	24.32	330	11.44
1 day granted per year	1	1.35	45	1.56
4 days granted per year	4	5.41	140	4.85
5 days granted per year	8	10.81	110	3.81
6 days granted per year	3	4.05	626	21.71
7 days granted per year	9	12.16	90	3.12
9 days granted per year	3	4.05	305	10.58
10 days granted per year	6	8.11	207	7.18
12 days granted per year	12	16.22	238	8.25
30 days granted per year	2	2.70	550	19.07
Annual allowance varies for different groups of employees	1	1.35	15	0.52
Paid sick leave exists, but annual allowance not specified or cannot be determined	7	9.46	228	7.91

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	37	50.00	927	32.14
Paid sick leave plan exists, but unused allowance not cumulative	8	10.81	351	12.17
12 days maximum accumulation	2	2.70	600	20.80
14 days maximum accumulation	3	4.05	34	1.18
30 days maximum accumulation	2	2.70	53	1.84
36 days maximum accumulation	1	1.35	24	0.83
40 days maximum accumulation	1	1.35	25	0.87
60 days maximum accumulation	3	4.05	54	1.87
Maximum accumulation varies with service	2	2.70	550	19.07
Unused sick leave converted to cash at end of calendar year	14	18.92	234	8.11
Provision exists, but no details given	1	1.35	32	1.11

TABLE 138:

REIMBURSEMENT FOR UNUSED SICK LEAVE ON RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	72	97.30	2,832	98.20
100% of unused sick leave paid to the employee	2	2.70	52	1.80

TABLE 139:

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT

	Agts		Emps	
	#	%	#	%
No Provision	70	94.59	2,784	96.53
Paid sick leave plan exists, but no provision for cash payment for unused allowance on termination of employment	2	2.70	48	1.66
100% of unused sick leave paid to the employee on termination of his employment	2	2.70	52	1.80

TABLE 140:

EARLY RETIREMENT BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 141:

MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	49	66.22	2,281	79.09
13 weeks	1	1.35	16	0.55
15 weeks	1	1.35	56	1.94
26 weeks	4	5.41	17	0.59
31 weeks	1	1.35	5	0.17
Maximum duration of weekly sickness and accident indemnity varies with length of service	2	2.70	35	1.21
Maximum duration of weekly sickness or accident indemnity not specified or cannot be determined	16	21.62	474	16.44

TABLE 142:

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	30	40.54	1,933	67.02
Amount of weekly indemnity expressed as a percent of wages	7	9.46	120	4.16
Amount of weekly indemnity varies with length of service	2	2.70	20	0.69
Welfare plan mentioned, but no details given	35	47.30	811	28.12

TABLE 143:

LONG TERM DISABILITY - EMPLOYEES CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	60	81.08	2,552	88.49
50% - employers contribution	5	6.76	101	3.50
75% - employers contribution	2	2.70	24	0.83
100% - employers contribution	2	2.70	35	1.21
Provision exists, but not specified or cannot be determined	4	5.41	152	5.27
Other	1	1.35	20	0.69

TABLE 144:

AMOUNT OF LONG TERM DISABILITY BENEFIT

	Agts		Emps	
	#	%	#	%
No Provision	58	78.38	2,002	69.42
$250 per week	1	1.35	20	0.69
Plan mentioned but no details given	15	20.27	862	29.89

TABLE 145:

PRIVATE PENSION PLAN - BENEFIT AMOUNT OF

	Agts		Emps	
	#	%	#	%
No Provision	50	67.57	1,231	42.68
$141 for each month of service	1	1.35	20	0.69
Plan mentioned, no details given	23	31.08	1,633	56.62

TABLE 146:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	72	97.30	2,729	94.63
Lump sum payment	2	2.70	155	5.37

TABLE 147:

DEATH EXPENSES

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 148:

DENTAL PLAN - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	53	71.62	1,818	63.04
35% - employers contribution	1	1.35	33	1.14
50% - employers contribution	6	8.11	144	4.99
67% - employers contribution	3	4.05	58	2.01
100% - employers contribution	3	4.05	710	24.62
Provision exists, but not specified or cannot be determined	6	8.11	71	2.46
Other	2	2.70	50	1.73

TABLE 149:

INDEXATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 150:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	73	98.65	2,879	99.83
Provision exists, but no details	1	1.35	5	0.17

TABLE 151:

ADMINISTRATION OF SEVERANCE PLAN

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 152:

ADMINISTRATION OF SUB PLANS

	Agts		Emps	
	#	%	#	%
No Provision	73	98.65	2,806	97.30
SUB benefits specified in agreement	1	1.35	78	2.70

TABLE 153:

ADMINISTRATION OF HEALTH AND WELFARE PLANS

	Agts		Emps	
	#	%	#	%
No Provision	72	97.30	2,859	99.13
Trustee (either individual or corporate) or insurance company	1	1.35	20	0.69
Provision exists, no details given	1	1.35	5	0.17

TABLE 154:

SEVERANCE PLANS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	72	97.30	2,849	98.79
Severance payments specified in agreement	2	2.70	35	1.21

TABLE 155:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 156:

SEVERANCE PAYMENTS - TOTAL BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	72	97.30	2,849	98.79
12 weeks	1	1.35	15	0.52
Flat amount	1	1.35	20	0.69

TABLE 157:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	72	97.30	2,849	98.79
15 years of service	1	1.35	15	0.52
Other	1	1.35	20	0.69

TABLE 158:

SEVERANCE PLANS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 159:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 160:

SEVERANCE PAYMENTS - RATES OF PAYMENTS OF BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 161:

SEVERANCE PAYMENTS - TOTAL BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	74	100.00	2,884	100.00

TABLE 162:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	66	89.19	2,760	95.70
Flat amount	6	8.11	87	3.02
Provision exists, but no details given	2	2.70	37	1.28

TABLE 163:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	63	85.14	2,202	76.35
1 years of service	6	8.11	87	3.02
10 years of service	1	1.35	8	0.28
35 years of service	2	2.70	550	19.07
Provision exists, but no details given	2	2.70	37	1.28

PART V:

PUBLIC ADMINISTRATION

The Public Administration sector includes industries whose SIC (Standard Industrial Classification) numbers range from 8111 to 8411. This group is comprised of provincial and local administration, and other (non-federal) government offices. The data in this section is based on 77 collective agreements covering some 2,806 employees.

TABLE 1:

UNION MEMBERSHIP REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No Provision Regarding Union Membership as a Condition of Employment (Open Shop)	18	23.38	641	22.84
Closed Shop	8	10.39	180	6.41
Union Shop	46	59.74	1,913	68.18
Modified Union Shop	2	2.60	39	1.39
Maintenance of membership for present and future employees	2	2.60	23	0.82
Other	1	1.30	10	0.36

TABLE 2:

AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	6	7.79	101	3.60
Compulsory Check-off for all employees covered by the agreement (Rand Formula)	30	38.96	1,277	45.51
Compulsory only for Union members	32	41.56	1,294	46.12
Voluntary for all employees covered by the agreement	9	11.69	134	4.78

TABLE 3:

TERM OF AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	11	14.29	172	6.13
Irrevocable for one year	2	2.60	23	0.82
Irrevocable for term of agreement	4	5.19	552	19.67
Revocable at any time	1	1.30	10	0.36
Check-off provision exists, but term of authorization not specified	59	76.62	2,049	73.02

TABLE 4:

JURISDICTION OF WORK - EACH TRADE

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 5:

CROSSING OF PICKET LINES

	Agts		Emps	
	#	%	#	%
No Provision	74	96.10	2,752	98.08
Employees have the right to refuse to cross picket lines	3	3.90	54	1.92

TABLE 6:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
No Provision	12	15.58	746	26.59
General statement of management rights	36	46.75	784	27.94
Enumerated list of management rights	29	37.66	1,276	45.47

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
No Provision	19	24.68	557	19.85
60 calendar days	2	2.60	39	1.39
90 calendar days	5	6.49	396	14.11
45 working days	3	3.90	87	3.10
60 working days	4	5.19	117	4.17
84 working days	1	1.30	20	0.71
88 working days	1	1.30	7	0.25
90 working days	2	2.60	51	1.82
3 months	8	10.39	162	5.77
4 months	1	1.30	100	3.56
6 months	17	22.08	614	21.88
8 months	1	1.30	5	0.18
10 months	1	1.30	10	0.36
12 months	11	14.29	626	22.31
Provision exists, but length of probationary period not specified or cannot be determined	1	1.30	15	0.53

TABLE 8:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	18	23.38	496	17.68
Company wide seniority	4	5.19	69	2.46
Plant-wide seniority - bargaining unit	25	32.47	740	26.37
Department seniority	9	11.69	352	12.54
Job or occupational classification seniority	1	1.30	24	0.86
Combination or plant-wide and job or classification seniority	3	3.90	438	15.61
Combination of plant-wide, department and or job or classification seniority	1	1.30	279	9.94
Seniority unit not specified or cannot be determined	16	20.78	408	14.54

TABLE 9:

SENIORITY FOR EMPLOYEES WITH SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
No Provision	67	87.01	2,250	80.19
Special seniority for union officials	1	1.30	90	3.21
Retention of union seniority for union officials elected	9	11.69	466	16.61

TABLE 10:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
No Provision	9	11.69	216	7.70
Seniority taken into account along with other factors such as ability, skill, knowledge and physical fitness	48	62.34	1,509	53.78
Straight seniority if other factors are equal or sufficient	20	25.97	1,081	38.52

TABLE 11:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	12	15.58	453	16.14
Straight seniority	26	33.77	1,006	35.85
Seniority taken into account with other factors such as knowledge, skills, ability, training and physical fitness	32	41.56	897	31.97
Straight seniority if other factors are equal or sufficient	7	9.09	450	16.04

TABLE 12:

SENIORITY - RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
No Provision	15	19.48	488	17.39
Straight seniority	19	24.68	1,073	38.24
Seniority taken into account along with other factors such as knowledge, skill, ability, training and physical fitness	37	48.05	833	29.69
Straight seniority if other factors are equal or sufficient	6	7.79	412	14.68

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS

	Agts		Emps	
	#	%	#	%
No Provision	34	44.16	1,646	58.66
3 months	1	1.30	11	0.39
6 months	6	7.79	332	11.83
12 months	24	31.17	352	12.54
24 months	8	10.39	183	6.52
Combination of number of months and length of service	1	1.30	2	0.07
Reference to recall, but no mention of retention of recall or seniorty rights	2	2.60	260	9.27
Other	1	1.30	20	0.71

TABLE 14:

CAUSES FOR LOSS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	30	38.96	1,384	49.32
Termination of employment voluntarily	6	7.79	179	6.38
Failure to return to work following notification	1	1.30	38	1.35
Combination of discharged for just cause, voluntarily termination and failure to return when notified	39	50.65	1,170	41.70
Lay-off limits exceeded	1	1.30	35	1.25

TABLE 15:

SENIORITY BUMPING

	Agts		Emps	
	#	%	#	%
No Provision	70	90.91	2,300	81.97
Seniority bumping within same department	2	2.60	340	12.12
Seniority bumping within same occupational classification	3	3.90	10	0.36
Seniority bumping with restrictions	2	2.60	156	5.56

TABLE 16:

RETENTION OF SENIORITY DURING ILLNESS OR ACCIDENT

	Agts		Emps	
	#	%	#	%
No Provision	57	74.03	1,843	65.68
Seniority is retained for a period of up to and including six months	3	3.90	15	0.53
Seniority is retained for more than six months up to and including twelve months	1	1.30	0	0.00
Length not specified or indefinite	16	20.78	948	33.78

TABLE 17:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	47	61.04	1,780	63.44
5 calendar days	1	1.30	10	0.36
10 calendar days	2	2.60	26	0.93
15 calendar days	1	1.30	2	0.07
5 working days	10	12.99	241	8.59
10 working days	9	11.69	107	3.81
24 weeks	1	1.30	8	0.29
Length of notice varies with length of service	5	6.49	353	12.58
Provision exists, but length of notice not specified or cannot be determined	1	1.30	279	9.94

TABLE 18:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
No Provision	26	33.77	917	32.68
3 calendar days	2	2.60	123	4.38
5 calendar days	1	1.30	10	0.36
7 calendar days	6	7.79	188	6.70
10 calendar days	1	1.30	214	7.63
15 calendar days	2	2.60	27	0.96
3 working days	2	2.60	179	6.38
5 working days	6	7.79	327	11.65
10 working days	3	3.90	23	0.82
1 week	14	18.18	182	6.49
2 weeks	2	2.60	429	15.29
Provision exists, but posting period not specified or cannot be determined	12	15.58	187	6.66

TABLE 19:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
No Provision	28	36.36	454	16.18
Regular rate of the employee	2	2.60	255	9.09
New rate or regular rate of the employee, whichever is the higher at start of transfer	25	32.47	1,277	45.51
New rate or regular rate of the employee, whichever is the higher, only after specified period of time	7	9.09	345	12.30
Rate of new occupation, at start of transfer	4	5.19	194	6.91
Rate of new occupation, only after specified period of time	3	3.90	58	2.07
Other	8	10.39	223	7.95

TABLE 20:

INITIAL PRESENTATION OF EMPLOYEE GRIEVANCE

	Agts		Emps	
	#	%	#	%
No Provision	11	14.29	625	22.27
Employee only	18	23.38	578	20.60
Union representative only	4	5.19	154	5.49
Employee with or without union representative	34	44.16	806	28.72
Union only	3	3.90	251	8.95
Grievance committee only	5	6.49	342	12.19
Other	2	2.60	50	1.78

TABLE 21:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION (TIME LIMITS)

	Agts		Emps	
	#	%	#	%
No Provision	20	25.97	700	24.95
2 calendar days	2	2.60	82	2.92
4 calendar days	2	2.60	38	1.35
5 calendar days	8	10.39	237	8.45
7 calendar days	10	12.99	54	1.92
10 calendar days	2	2.60	21	0.75
14 calendar days	2	2.60	258	9.19
2 working days	1	1.30	11	0.39
3 working days	4	5.19	90	3.21
5 working days	8	10.39	232	8.27
7 working days	4	5.19	113	4.03
10 working days	4	5.19	410	14.61
15 working days	1	1.30	7	0.25
20 working days	1	1.30	300	10.69
1 week	1	1.30	25	0.89
Not specified explicitly	7	9.09	228	8.13

TABLE 22:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
No Provision	65	84.42	2,031	72.38
Number of steps in the grievance is reduced	11	14.29	496	17.68
Combination of reduction of steps and/or duration of delays reduced	1	1.30	279	9.94

TABLE 23:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
No Provision	51	66.23	1,501	53.49
Union officials receive time-off without loss of pay for grievance work during regular hours of work	20	25.97	1,124	40.06
Remuneration is for limited number of hours only	1	1.30	33	1.18
Union officials receive time-off for grievance work, but no indication if such time-off is paid or unpaid	3	3.90	42	1.50
Time-off without loss of pay, but does not state whether during working hours or other	1	1.30	16	0.57
Other	1	1.30	90	3.21

TABLE 24:

COMPENSATION IN NEGOTIATIONS OF COLLECTIVE AGREEMENT

	Agts		Emps	
	#	%	#	%
No Provision	52	67.53	1,414	50.39
Compensation for total hours	1	1.30	214	7.63
Compensation limited to regular hours of work	22	28.57	1,169	41.66
Compensation is for a specific number of hours	1	1.30	7	0.25
No compensation	1	1.30	2	0.07

TABLE 25:

ARBITRATION-NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
No Provision	8	10.39	323	11.51
Single Arbitrator	10	12.99	399	14.22
Panel/board of Arbitration	43	55.84	1,455	51.85
Single or board of Arbitration	16	20.78	629	22.42

TABLE 26:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
No Provision	35	45.45	1,571	55.99
Appeal of discharge after dismissal	15	19.48	746	26.59
Reimbursement if exonerated after suspension	6	7.79	136	4.85
Combination of appeal of discharge and reimbursement if exonerated	21	27.27	353	12.58

TABLE 27:

NORMAL WORK WEEK - (DAYS)

	Agts		Emps	
	#	%	#	%
No Provision	6	7.79	92	3.28
5 days per week	51	66.23	1,619	57.70
Irregular work week	7	9.09	218	7.77
Work days vary for different groups of employees	10	12.99	845	30.11
Work days not specified or cannot be determined	3	3.90	32	1.14

TABLE 28:

NORMAL DAILY HOURS

	Agts		Emps	
	#	%	#	%
Number of hours not stated	6	7.79	92	3.28
7 hours per day	1	1.30	4	0.14
8 hours per day	46	59.74	1,512	53.89
9 hours per day	2	2.6	78	2.78
12 hours per day	3	3.90	56	2.00
Irregular daily hours	1	1.30	135	4.81
Daily hours vary for different groups of employees	14	18.18	889	31.68
Daily hours change during term of agreement	1	1.30	8	0.29
Number of hours per day not specified or cannot be determined	3	3.90	32	1.14

TABLE 29:

NORMAL WORK WEEK (HOURS)

	Agts		Emps	
	#	%	#	%
Number of hours not stated	5	6.49	90	3.21
35 hours per week	1	1.30	4	0.14
40 hours per week	49	63.64	1,540	54.88
45 hours per week	1	1.30	5	0.18
56 hours per week	1	1.30	6	0.21
Irregular work hours	4	5.19	191	6.81
Weekly hours vary for different groups of employees	14	18.18	952	33.93
Weekly hours change during term of agreement	1	1.30	8	0.29
Number of hours per day not specified or cannot be determined	1	1.30	10	0.36

TABLE 30:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
No Provision	76	98.70	2,795	99.61
Compressed work week with stated hours	1	1.30	11	0.39

TABLE 31:

NORMAL WEEKLY METHOD OPERATIONS - EMPLOYER

	Agts		Emps	
	#	%	#	%
No Provision	8	10.39	137	4.88
1 shift 5 days per week	26	33.77	611	21.78
1 shift 7 days per week	1	1.30	6	0.21
2 shifts 5 days per week	2	2.60	61	2.17
2 shifts 7 days per week	7	9.09	177	6.31
3 shifts 5 days per week	5	6.49	381	13.58
3 shifts 6 days per week	1	1.30	10	0.36
3 shifts 7 days per week	24	31.17	1,104	39.34
4 shifts 7 days per week	1	1.30	8	0.29
Other	2	0.60	311	11.08

TABLE 32:

OVERTIME COMPENSATION AFTER WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
No Provision	75	97.40	2,705	96.40
Provision with respect of change in hours of work during slack period	1	1.30	90	3.21
Combination in change in hours and change in type of work during slack period	1	1.30	11	0.39

TABLE 33:

OVERTIME PAY - AFTER NORMAL DAILY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	12	15.58	190	6.77
Time and one-half	59	76.62	2,284	81.40
Time and one-half followed by a higher rate	3	3.90	310	11.05
Double time	1	1.30	10	0.36
Other	2	2.60	12	0.43

TABLE 34:

OVERTIME PAY - AFTER NORMAL WEEKLY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	13	16.88	180	6.41
Time and one-half	59	76.62	2,296	81.82
Time and one-half followed by a higher rate	3	3.90	310	11.05
Double time	1	1.30	10	0.36
Other	1	1.30	10	0.36

TABLE 35:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	37	48.05	1,270	45.26
Time and one-half	36	46.75	1,331	47.43
Time and one-half followed by a higher rate	2	2.60	179	6.38
Double time	2	2.60	26	0.93

TABLE 36:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	27	35.06	663	23.63
Time and one-half	13	16.88	440	15.68
Time and one-half followed by a higher rate	1	1.30	50	1.78
Double time	36	46.75	1,653	58.91

TABLE 37:

TIME OFF IN LIEU OF OVERTIME PAY

	Agts		Emps	
	#	%	#	%
No Provision	48	62.34	935	33.32
Time-off in lieu of overtime pay	22	28.57	1,597	56.91
Banking of overtime credits for cumulative time-off	2	2.60	110	3.92
Combination of time-off in lieu and/or banking of overtime credits	5	6.49	164	5.84

TABLE 38:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	69	89.61	2,178	77.62
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	2	2.60	54	1.92
Overtime is mandatory in cases of emergency	3	3.90	134	4.78
Overtime mandatory-specific provision	3	3.90	440	15.68

TABLE 39:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	58	75.32	1,657	59.05
Overtime is equitably distributed among employees on a plant-wide basis	4	5.19	274	9.76
Overtime is equitably distributed among employees within a department	3	3.90	359	12.79
Overtime is equitably distributed among employees within an occupational and/or wage bracket, etc.	9	11.69	410	14.61
Combination of plan-wide, occupation and/or wage bracket, etc.	2	2.60	68	2.42
Overtime is equitably distributed but preference on a seniority basis is given to senior employees	1	1.30	38	1.35

TABLE 40:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
No Provision	76	98.70	2,976	99.64
25 cents per hour	1	1.30	10	0.36

TABLE 41:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	61	79.22	1,732	61.72
2.5 cents per hour	2	2.60	255	9.09
15 cents per hour	4	5.19	121	4.31
19 cents per hour	1	1.30	2	0.07
20 cents per hour	3	3.90	218	7.77
21 cents per hour	1	1.30	6	0.21
25 cents per hour	2	2.60	144	5.13
30 cents per hour	2	2.60	310	11.05
2 dollars per shift	1	1.30	18	0.64

TABLE 43:

SHIFT PREMIUM - (THIRD PARTY)

	Agts		Emps	
	#	%	#	%
No Provision	63	81.82	1,811	64.54
3 cents per hour	2	2.60	255	9.09
15 cents per hour	1	1.30	5	0.18
20 cents per hour	3	3.90	245	8.73
21 cents per hour	1	1.30	6	0.21
24 cents per hour	1	1.30	2	0.07
25 cents per hour	1	1.30	10	0.36
30 cents per hour	2	2.60	429	15.29
40 cents per hour	1	1.30	10	0.36
50 cents per hour	1	1.30	15	0.53
3 dollars per shift	1	1.30	18	0.64

TABLE 44:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 45:

PREMIUM PAY FOR HAZARDOUS WORK

	Agts		Emps	
	#	%	#	%
No Provision	75	97.40	2,696	98.08
10 cents per hour	1	1.30	90	3.21
20 cents per hour	1	1.30	20	0.71

TABLE 46:

PREMIUM PAY FOR DIRTY WORK

	Agts		Emps	
	#	%	#	%
No Provision	74	96.10	2,381	84.85
10 cents per hour	1	1.30	90	3.21
30 cents per hour	1	1.30	300	10.69
Other	1	1.30	35	1.25

TABLE 47:

PAY CUARANTEES - GUARANTEED EMPLOYMENT FOR EARNINGS

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 48:

REPORTING PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	75	97.40	2,661	94.83
Three hours of work	1	1.30	141	5.02
Four hours of work	1	1.30	4	0.14

TABLE 49:

CALL - IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	19	24.68	220	7.84
Straight time for 2 hours	1	1.30	10	0.36
Straight time for 3 hours	4	5.19	23	0.82
Straight time for 3 hours (time and one-half)	1	1.30	6	0.21

TABLE 49:

CALL - IN (BACK) PAY GUARANTEE (CONT'D)

	Agts		Emps	
	#	%	#	%
Straight time for 4 hours (applicable overtime rate)	1	1.30	7	0.25
Straight time for 4 hours	10	12.99	635	22.63
Straight time for 4 hours (time and one-half)	6	7.79	147	5.24
Straight time for 6 hours	1	1.30	4	0.14
Time and one-half for 2 hour	2	2.60	20	0.71
Time and one-half for 3 hours	7	9.09	418	14.90
Time and one-half for 4 hours	7	9.09	202	7.20
Double time for 4 hours	1	1.30	135	4.81
Applicable overtime rate for 0 hours	2	2.60	157	5.60
Applicable overtime rate for 2 hours	3	3.90	73	2.60
Applicable overtime rate for 3 hours	6	7.79	348	12.40
Applicable overtime rate for 4 hours	5	6.49	399	14.22
Other	1	1.30	2	0.07

TABLE 50:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
No Provision	61	79.22	1,825	65.04
Two hours pay or less	1	1.30	4	0.14
More than four hours pay	2	2.60	256	9.12
Flat amount per hour	1	1.30	128	4.56
Flat amount per day	1	1.30	18	0.64
Stand-by at applicable overtime rate	1	1.30	62	2.21
Other	10	12.99	513	18.28

TABLE 51:

PAY GUARANTEE DURING MACHINERY BREAKDOWNS OR ADVERSE WEATHER CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	72	93.51	2,688	95.79
Compensation for full shift - weather conditions	4	5.19	108	3.85
Compensation for one-half shift - weather conditions	1	1.30	10	0.36

TABLE 52:

TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
No Provision	74	96.10	2,714	96.72
Paid travel time	1	1.30	10	0.36
Paid transportation or allowance	1	1.30	73	2.60
Other	1	1.30	9	0.32

TABLE 53:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	76	98.70	2,786	99.29
Paid travel time	1	1.30	20	0.71

TABLE 54:

TRAVEL ALLOWANCE OR TRANSPORTATION - SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
No Provision	75	97.40	2,780	99.07
Paid transportation or allowance	2	2.60	26	0.93

TABLE 55:

TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	71	92.21	2,629	93.69
Travel pay provision	1	1.30	4	0.14
Transportation allowance	3	3.90	147	5.24
Any combination of travel, pay, meal, lodging, transportation and/or daily allowance	2	2.60	26	0.93

TABLE 56:

MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	Agts		Emps	
	#	%	#	%
No Provision	69	89.61	2,618	93.30
25 cents per mile	1	1.30	73	2.60
26 cents per mile	1	1.30	38	1.35
34 cents per mile	1	1.30	6	0.21
39 cents per mile	1	1.30	6	0.21
Varies with distance	3	1.30	28	1.00
Other	3	3.90	37	1.32

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
No Provision	7	9.09	258	9.19
7 full holidays	1	1.30	10	0.36
8 full holidays	5	6.49	45	1.60
9 full holidays	8	10.39	127	4.53
9 full holidays and 1 half holiday	2	2.60	37	1.32
10 full holidays	18	23.38	207	7.38
10 full holidays and 1 half holiday	4	5.19	519	18.50
11 full holidays	16	20.78	1,077	38.38
11 full holidays and 2 half holidays	3	3.90	40	1.43
12 full holidays	8	10.39	321	11.44
12 full holidays and 1 half holiday	1	1.30	38	1.35
12 full holidays and 2 half holidays	2	2.60	90	3.21
13 full holidays	1	1.30	35	1.25
Provision exists but number of paid holidays not specified or cannot be determined	1	1.30	2	0.07

TABLE 658

ELIGIBILITY FOR PAID HOLIDAYS - MINIMUM SERVICE

	Agts		Emps	
	#	%	#	%
No Provision	76	98.70	2,806	99.64
30 calendar days	1	1.30	10	0.36

TABLE 59:

WORK PERFORMANCE FOR PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	58	75.32	1,588	56.59
Employee must have worked the last scheduled working day before	1	1.30	90	3.21
Employee must have worked both the last working day before and the next working day after	16	20.78	977	34.82
Employee must have worked either the last working day before or the next working day after	1	1.30	10	0.36
Other	1	1.30	141	5.02

TABLE 60:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	41	53.25	1,052	37.49
No working day off with pay or no extra days pay	2	2.60	9	0.32
Working day off with pay	8	10.39	225	8.02
Extra days pay	1	1.30	7	0.25
Working day off or extra days pay	13	16.88	502	17.89
Observe on following Monday, preceeding Friday or day proclaimed by government	12	15.58	1,011	36.03

TABLE 61:

PAID HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	41	53.25	1,047	37.31
No working day off with pay or no extra days pay	2	2.60	9	0.32
Working day off with pay	8	10.39	225	8.02
Extra days pay	1	1.30	7	0.25
Working day off or extra pay	12	15.58	492	17.53
Observe on following Monday, preceeding Friday or day proclaimed by government	13	16.88	1,026	36.56

TABLE 62:

PREMIUM RATES FOR PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	21	27.27	607	21.63
Straight time	6	7.79	313	11.15
Straight time followed by time and one-half	2	2.60	4	0.14
Time and one-half	20	25.97	946	33.71
Time and one-half followed by double time	2	2.60	25	0.89
Double time	21	27.27	815	29.04
Provision exists, but amount of pay not specified or cannot be determined	1	1.30	62	2.21
Other	4	5.19	34	1.21

TABLE 63:

NUMBER OF NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 64:

PREMIUM RATES FOR NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	76	98.70	2,782	99.14
Straight time	1	1.30	24	0.86

TABLE 65:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
No Provision	24	31.17	952	33.93
Shut down or plant during vacation period	2	2.60	26	0.93
Any provision conferring any right for the employee to select his vacation	51	66.23	1,828	65.15

TABLE 66:

PAID VACATIONS (THREE WEEKS)

	Agts		Emps	
	#	%	#	%
No Provision	10	12.99	271	9.66
1 year of service	30	38.96	835	29.76
2 years of service	7	9.09	673	23.98
3 years of service	12	15.58	393	14.01
4 years of service	2	2.60	290	10.33
5 years of service	10	12.99	285	10.16
6 years of service	2	2.60	17	0.61
7 years of service	1	1.30	17	0.61
10 years of service	2	2.60	6	0.21
Length of service specified as hours, shifts, days or weeks worked	1	1.30	19	0.68

TABLE 67:

PAID VACATION (FOUR WEEKS)

	Agts		Emps	
	#	%	#	%
No Provision	8	10.39	131	4.67
1 year of service	4	5.19	157	5.60
4 years of service	1	1.30	33	1.18
5 years of service	10	12.99	173	6.16
7 years of service	4	5.19	60	2.14
8 years of service	4	5.19	161	5.74
9 years of service	1	1.30	135	4.81
10 years of service	14	18.18	431	15.36
11 years of service	2	2.60	18	0.64
12 years of service	9	11.69	445	15.86
13 years of service	5	6.49	78	2.78
14 years of service	1	1.30	19	0.68
15 years of service	11	14.29	672	23.95
16 years of service	1	1.30	10	0.36
20 years of service	2	2.60	283	10.09

TABLE 73:

PAID VACATION - FIVE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	30	38.96	684	24.38
10 years of service	3	3.90	26	0.93
12 years of service	6	7.79	51	1.82
13 years of service	1	1.30	73	2.60
14 years of service	1	1.30	135	4.81

TABLE 68:

PAID VACATIONS - FIVE WEEKS (CONT'D)

	Agts		Emps	
	#	%	#	%
15 years of service	12	15.58	493	17.57
17 yeras of service	2	2.60	8	0.29
18 yers of service	2	2.60	46	1.64
20 years of service	16	20.78	1,057	37.67
21 years of service	1	1.30	11	0.39
25 years of service	3	3.90	222	7.91

TABLE 69:

PAID VACATIONS - SIX WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	61	79.22	1,841	65.61
15 years of service	1	1.30	11	0.39
20 years of service	10	12.99	312	11.12
25 years of service	3	3.90	366	13.04
30 years of service	1	1.30	214	7.63
35 years of service	1	1.30	62	2.21

TABLE 70:

PAID VACATIONS - SEVEN WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	71	92.21	2,427	86.49
20 years of service	1	1.30	6	0.21
25 years of service	3	3.90	11	0.39
31 years of service	1	1.30	300	10.69
45 years of service	1	1.30	62	2.21

TABLE 71:

PAID VACATIONS - EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	73	94.81	2,733	97.40
30 years of service	3	3.90	11	0.39
55 years of service	1	1.30	62	2.21

TABLE 72:

PAID VACATION MORE THAN EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	74	96.10	2,795	99.61
Other	3	3.90	11	0.39

TABLE 73:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	65	84.42	2,352	83.82
With limit	6	7.79	362	12.90
Carry-over specifically prohibited	6	7.79	92	3.28

TABLE 74:

EXTENDED VACATION PLANS

	Agts		Emps	
	#	%	#	%
No Provision	71	92.21	2,536	90.38
Vacation extended at regular intervals of years service	1	1.30	19	0.68
Vacation extended in certain anniversary employment years	1	1.30	19	0.68
Vacation extended if regular allowance taken in specified period of time of year	2	2.60	8	0.29
Other	2	2.60	224	7.98

TABLE 75:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
No Provision	74	96.10	2,795	99.61
Provision for year end bonus or Christmas bonus	3	3.90	11	0.39

TABLE 76:

STATUTORY HOLIDAYS FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
No Provision	35	45.45	1,123	40.02
Another working day off with pay	34	44.16	1,470	52.39
Either working day off with pay or extra days pay	8	10.39	213	7.59

TABLE 77:

PAY IN LIEU OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	69	89.61	2,142	76.349
Provision exists	8	10.39	664	23.66

TABLE 78:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	7	9.09	201	7.16
1 day	1	1.30	5	0.18
2 days	1	1.30	25	0.89
3 days	43	55.84	1,788	63.72
4 days	4	5.19	85	3.03
5 days	8	10.39	461	16.43
Other	13	16.88	241	8.59

TABLE 79:

PAY FOR LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	43	55.84	1,002	35.71
1 day	27	35.06	1,358	48.40
2 days	3	3.90	384	13.68
3 days	1	1.30	6	0.21
Other	3	3.90	56	2.00

TABLE 80:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
No Provision	75	97.40	2,554	91.02
1 day	1	1.30	38	1.35
3 days	1	1.30	214	7.63

TABLE 81:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL)

	Agts		Emps	
	#	%	#	%
No Provision	76	98.70	2,506	89.31
1 day	1	1.30	300	10.69

TABLE 82:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 83:

PAID JURY DUTY

	Agts		Emps	
	#	%	#	%
No Provision	47	61.04	1,046	37.28
Employee receives the difference between regular pay and jury fees	17	22.08	1,130	40.27
Employee receives a fixed amount	5	6.49	186	6.63
Employee receives regular pay	1	1.30	37	1.32
Other	7	9.09	407	14.5

TABLE 84:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
No Provision	67	87.01	2,036	72.56
Employee receives regular pay	3	3.90	98	3.49
Provision exists, but no mention whether leave is paid or unpaid	2	2.60	146	5.20
Unpaid leave of absence	1	1.30	141	5.02
Leave of absence for writing examinations, whether paid or unpaid	3	3.90	360	12.83
Other	1	1.30	25	0.89

TABLE 85:

SABBATICAL LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 86:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	22	28.57	389	13.86
Provision for unpaid leave of absence	26	33.77	617	21.99
Provision for paid leave of absence (whole or in part)	25	32.47	1,495	53.28
Provision for leave of absence, but not mentioned if paid or unpaid	3	3.90	294	10.48
Other	1	1.30	11	0.39

TABLE 87:

LEAVE OF ABSENCE FOR PERSONAL REASONS - UNPAID

	Agts		Emps	
	#	%	#	%
No Provision	55	71.43	2,107	75.09
2 months	1	1.30	25	0.89
6 months	9	11.69	109	3.88
12 months	1	1.30	73	2.60
24 months	1	1.30	38	1.35
Unspecified or cannot be determined	10	12.99	454	16.18

TABLE 88:

REHABILITATION - ALCOHOLISM/DRUGS

	Agts		Emps	
	#	%	#	%
No Provision	61	79.22	2,228	79.40
Provision	16	20.78	578	20.60

TABLE 89:

MATERNITY LEAVE - SERVICE REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No Provision	69	89.61	2,307	82.22
6 months of service the employee must complete to qualify for maternity leave	1	1.30	15	0.53
12 months of service the employee must complete to qualify for maternity leave	6	7.79	349	12.44
Other	1	1.30	135	4.81

TABLE 90:

MATERNITY LEAVE - LENGTH OF

	Agts		Emps	
	#	%	#	%
No Provision	69	89.61	2,307	82.22
17 weeks granted for maternity leave	2	2.60	307	10.94
20 weeks granted for maternity leave	5	6.49	57	2.03
Other	1	1.30	135	4.81

TABLE 91:

MATERNITY LEAVE - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	69	89.61	2,307	82.22
Seniority retained up to the maternity leave begins	5	6.49	347	12.37
Seniority accumulates during entire maternity leave	1	1.30	2	0.07
Other	2	2.60	150	5.35

TABLE 92:

MATERNITY LEAVE - PAY

	Agts		Emps	
	#	%	#	%
No Provision	69	89.61	2,307	82.22
Leave of absence with loss of pay	7	9.09	364	12.97
Other	1	1.30	135	4.81

TABLE 93:

MEAL ALLOWANCE - (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	56	72.73	1,896	67.57
$3.00 for meal allowance	1	1.30	73	2.60
$4.50 for meal allowance	1	1.30	6	0.21
Paid meal period	7	9.09	65	2.32
Combination of meal allowance and/or paid meal period	1	1.30	141	5.02
Employee works beyond his scheduled hours or for special circumstances	10	12.99	606	21.60
Provision exists, but no details given	1	1.30	19	0.68

TABLE 94:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
No Provision	69	89.61	2,559	91.20
Two periods of 5 minutes duration	8	10.39	247	8.80

TABLE 95:

REST PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	66	85.71	2,346	83.61
Twice a day 20 minutes	2	2.60	65	2.32
Twice a day 30 minutes	8	10.39	385	13.72
Three times a day 45 minutes	1	1.30	10	0.36

TABLE 96:

CLOTHING AND UNIFORMS

	Agts		Emps	
	#	%	#	%
No Provision	24	31.17	894	31.86
Work clothing and uniform provided by employer at no cost to employee	17	22.08	666	23.73
Work clothing replaced at no cost to employee	1	1.30	0	0.00
Monetary allowance provided for purchase of work clothing	3	3.90	50	1.78
Provided and replaced by employer	14	18.18	379	13.51
Combination of at no cost, some cost, replaced no cost, some cost, monetary allowance, provided and replaced	17	22.08	815	29.04
Provision exists, details not specified or cannot be determined	1	1.30	2	0.07

TABLE 97:

SAFETY AND PROTECTIVE CLOTHING

	Agts		Emps	
	#	%	#	%
No Provision	41	53.25	1,126	40.13
Safety equipment supplied at no cost to employee	16	20.78	1,106	39.42
Provided and replaced by employer	7	9.09	148	5.27
Safety equipment supplied/no cost/some cost/monetary allowance/replacement/some cost/no cost	11	14.29	418	14.90
Provision exists no details given	2	2.60	8	0.29

TABLE 98:

ALLOWANCE FOR TOOLS

	Agts		Emps	
	#	%	#	%
No Provision	70	90.91	2,438	86.89
Tools supplied at no cost to employee	2	2.60	315	11.23
Monetary allowance provided for purchase of tools	1	1.30	25	0.89
Provided and replaced by employer	4	5.19	28	1.00

TABLE 99:

TRAINING OR RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	52	67.53	1,757	62.62
Training on the job	14	18.18	558	19.89
Tuition and financial assistance	5	6.49	59	2.10
Combination of training on the job and/or tuition and financial assistance	5	6.49	370	13.19
Provision exists, but no details given	1	1.30	62	2.21

TABLE 100:

HEALTH AND/OR SAFETY COMMITTEES

	Agts		Emps	
	#	%	#	%
No Provision	52	67.53	1,511	53.85
Provision exists for safety program	10	12.99	162	5.77
Safety committee	10	12.99	777	27.69
Pay for safety committee	1	1.30	20	0.71
Combination of safety program, safety committee and/or pay for safety committee	4	5.19	336	11.97

TABLE 101:

ATTENDANCE OR CONTINUOUS SERVICE BONUS (LONGEVITY PAY)

	Agts		Emps	
	#	%	#	%
No Provision	64	83.12	2,864	66.43
$20.00 per year	1	1.30	141	5.02
$250.00 per year	1	1.30	73	2.60
$300.00 per year	1	1.30	90	3.21
$400.00 per year	2	2.60	46	1.64
$480.00 per year	2	2.60	266	9.48
$500.00 per year	1	1.30	6	0.21
$800.00 per year	1	1.30	0	0.00
$1000.00 per year	2	2.60	96	3.42
Other	2	2.60	224	7.98

TABLE 102:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
No Provision	53	68.83	2,047	72.95
Legal defence provided - 3rd party action	22	28.57	734	26.16
Other	2	2.60	25	0.89

TABLE 103:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 104:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
No Provision	53	68.83	2,069	73.73
Contracting out permitted	1	1.30	129	4.60
Contracting out prohibited	14	18.18	301	10.73
Employer cannot contract-out work which will lead to lay-off or failure to recall members or bargaining unit	5	6.49	232	8.27
Prohibited except on specialized jobs	3	3.90	60	2.14
Other	1	1.30	15	0.53

TABLE 105:

RE-OPENER CLAUSE

	Agts		Emps	
	#	%	#	%
No Provision	74	96.10	2,557	91.13
Wage re-opener	1	1.30	0	0.00
Non-wage re-opener clause only	2	2.60	249	8.87

TABLE 106:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
No Provision	70	90.91	2,362	84.18
Provision for transfer of older and/or handicapped workers to light or more suitable jobs if available	7	9.09	444	15.82

TABLE 107:

LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	21	27.27	614	21.88
Provision exists	56	72.73	2,192	78.12

TABLE 108:

BULLETIN BOARDS

	Agts		Emps	
	#	%	#	%
No Provision	41	53.25	1,539	54.85
Provision exists	36	46.75	1,267	45.15

TABLE 109:

EQUAL PAY FOR EQUAL WORK

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 110:

NON-DISCRIMINATION

	Agts		Emps	
	#	%	#	%
No Provision	16	20.78	645	22.99
Union membership	4	5.19	33	1.18
Race, religion, union membership	7	9.09	203	7.23
Race, religion, union membership, sex	4	5.19	66	2.35
Race, religion, union membership, age	1	1.30	25	0.89
Race, regligion, union membership, sex, age	4	5.19	164	5.84
Race, religion, nationality, union membership, age	1	1.30	100	3.56
Race, religion, nationality, union membership, sex, age	6	7.79	46	1.64
Race, religion, nationality, union membership, sex, age, marital status	18	23.38	1,235	44.01
Race, religion, nationality, union membership, marital status	1	1.30	38	1.35
Race, religion, nationality, union membership, sex, marital status	15	19.48	251	8.95

TABLE 111:

WORKERS COMPENSATION

	Agts		Emps	
	#	%	#	%
No Provision	30	38.96	904	32.22
Compensation payable is the difference between worker's compensation and regular salary	33	42.86	1,273	45.37
Other form of supplementary payment	2	2.60	152	5.42
Full compensation by employer, when off work due to injury on the job	1	1.30	10	0.36
Provision exists, no details given	11	14.29	467	16.64

TABLE 112:

PART-TIME EMPLOYEES - NORMAL WORK WEEK - DAYS PER WEEK

	Agts		Emps	
	#	%	#	%
No Provision	69	89.61	2,606	92.87
2 days per week	1	1.30	15	0.53
5 days per week	1	1.30	129	4.60
Irregular hours	2	2.60	11	0.39
Provision exists, no details given	4	5.19	45	1.60

TABLE 113:

DAILY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	70	90.91	2,621	93.41
Irregular hours	3	3.90	140	4.99
Provision exists, no details given	4	5.19	45	1.60

TABLE 114:

WEEKLY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	70	90.91	2,621	93.41
Irregular hours	3	3.90	140	4.99
Provision exists, no details given	4	5.19	45	1.60

TABLE 115:

HEALTH, WELFARE, SICK LEAVE, PENSION - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	70	90.91	2,551	90.91
Provision for sick leave benefits	3	3.90	108	3.85
Combination of health and welfare benefits and sick leave benefits	1	1.30	10	0.36
Combination of health and welfare benefits, sick leave and pension benefits	3	3.90	137	4.88

TABLE 116:

PART TIME EMPLOYEES - VACATION BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	65	84.42	2,350	83.75
Pro-rated vacation for part-timers	10	12.99	448	15.97
Provision exists, details not specified or cannot be determined	2	2.60	8	0.29

TABLE 117:

PART TIME EMPLOYEES - PAID HOLIDAYS - STATUTORY

	Agts		Emps	
	#	%	#	%
No Provision	68	88.31	2,529	90.13
Pro-rated paid statutory holidays	7	9.09	269	9.59
Provision exists, detail not specified or cannot be determined	2	2.60	8	0.29

TABLE 118:

PART TIME EMPLOYEES - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	71	92.21	2,624	93.51
Seniority provisions for full time workers-explicitly apply to part time workers	3	3.90	28	1.00
Special seniority - provision for part time worker (include opportunity for full time work after part time employment)	3	3.90	154	5.49

TABLE 119:

COLA (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 120:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 121:

AMOUNT OF COLA ADJUSTMENTS

	Agts		Emps	
	#	%	#	%
No cost of living provision	77	100.00	2,806	100.00

TABLE 122:

TECHNOLOGICAL CHANGE - ADVANCE NOTICE

	Agts		Emps	
	#	%	#	%
No provision	71	92.21	2,206	78.62
3 months	2	2.60	151	5.38
5 months	1	1.30	2	0.07
6 months	2	2.60	318	11.33
Provision exists, but no details given	1	1.30	129	4.60

TABLE 123:

TECHNOLOGICAL CHANGE - CONSULTATION

	Agts		Emps	
	#	%	#	%
No Provision	74	96.10	2,625	93.55
Provision exists	3	3.90	181	6.45

TABLE 124:

TECHNOLOGICAL CHANGE - TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	75	97.40	2,473	88.13
Displaced employees provided with on the job training opportunity for other job	2	2.60	333	11.87

TABLE 125:

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCE

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 126:

TECHNOLOGICAL CHANGE - NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	76	98.70	2,506	89.31
6 months	1	1.30	300	10.69

TABLE 127:

TECHNOLOGICAL CHANGE - RE-OPENER CLAUSE WAGES AND/OR WORKING CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 128:

TECHNOLOGICAL CHANGE - WORK SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 129:

TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY

	Agts		Emps	
	#	%	#	%
No Provision	76	98.70	2,768	98.65
Some form of wage or employment guarantee - other than S.U.B. or severance pay	1	1.30	38	1.35

TABLE 130:

TECHNOLOGICAL CHANGE - LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.0

TABLE 131:

BASIC MEDICARE - EMPLOYER CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	33	42.86	695	24.77
50 percent - employer contribution	32	41.56	1,972	70.28
75 percent - employer contribution	1	1.30	5	0.18
100 percent - employer contribution	7	9.09	58	2.07
Provision exists, but not specified or cannot be determined	4	5.19	76	2.71

TABLE 132:

OTHER HEALTH BENEFITS - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	70	90.91	2,579	91.91
50 percent - employer contribution	6	7.79	192	6.84
Provision exists, but not specified or cannot be determined	1	1.30	35	1.25

TABLE 133:

ACCIDENTAL DEATH AND DISMEMBERMENT-EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No accidental delth and dismemberment insurance plan	70	90.91	2,714	96.72
5 percentage of premium paid by employer	1	1.30	35	1.25
50 percentage of premium paid by employer	3	3.90	14	0.50
100 percentage of premium paid by employer	2	2.60	8	0.29
Amount of employer contribution not specified or cannot be determined	1	1.30	35	1.25

TABLE 134:

AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No accidental death and dismemberment insurance plan	70	90.91	2,714	96.72
Amount of benefits varies with income	1	1.30	35	1.25
Amount of benefits not specified or cannot be determined	6	7.79	57	2.03

TABLE 135:

AMOUNT OF LIFE INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No life insurance plan	38	49.35	915	32.61
$2,000	1	1.30	11	0.39
$10,000	1	1.30	61	2.17
$20,000	1	1.30	62	2.21
$75,000	1	1.30	11	0.39
Amount of benefits varies with income	2	2.60	164	5.84
Amount of benefits not specified or cannot be determined	33	42.86	1,582	56.38

TABLE 136:

AMOUNT OF SICK LEAVE

	Agts		Emps	
	#	%	#	%
No provision for paid sick leave	11	14.29	437	15.57
8 days granted per year	2	2.60	15	0.53
15 days granted per year	10	12.99	113	4.03
18 days granted per year	22	28.57	1,025	36.53

TABLE 136:

AMOUNT OF SICK LEAVE (CONT'D)

	Agts		Emps	
	#	%	#	%
20 days granted per year	8	10.39	77	2.74
21 days granted per year	1	1.30	20	0.71
24 days granted per year	2	2.60	8	0.29
30 days granted per year	10	12.99	747	26.62
36 days granted per year	2	2.60	8	0.29
Granted on a monthly basis	3	3.90	20	0.71
Annual allowance varies with length of service	1	1.30	38	1.35
Paid sick leave exists, but annual allowance not specified or cannot be determined	4	5.19	225	8.02
Other	1	1.30	73	2.60

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	14	18.18	487	17.36
30 days maximum accumulation	2	2.60	14	0.50
35 days maximum accumulation	1	1.30	7	0.25
60 days maximum accumulation	1	1.30	2	0.07
75 days maximum accumulation	1	1.30	11	0.39
80 days maximum accumulation	3	3.90	11	0.39
85 days maximum accumulation	1	1.30	35	1.25
90 days maximum accumulation	4	5.19	44	1.57
100 days maximum accumulation	2	2.60	30	1.07
115 days maximum accumulation	1	1.30	20	0.71
120 days maximum accumulation	4	5.19	61	2.17
125 days maximum accumulation	1	1.30	50	1.78
130 days maximum accumulation	5	6.49	81	2.89
150 days maximum accumulation	7	9.09	657	23.41
162 days maximum accumulation	2	2.60	125	4.45
170 days maximum accumulation	2	2.60	6	0.21
180 days maximum accumulation	10	12.99	116	4.13
182 days maximum accumulation	2	2.60	8	0.29
200 days maximum accumulation	1	1.30	15	0.53
260 days maximum accumulation	8	10.39	679	24.20
Unlimited accumulation, or maximum cannot be determined	2	2.60	71	2.53
Provision exists, but not details given	2	2.60	203	7.23
Other	1	1.30	73	2.60

TABLE 138:

REIMBURSEMENT FOR UNUSED SICK LEAVE ON RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	50	64.94	1,510	53.81
25 percent of unused sick leave paid to the employee	1	1.30	20	0.71
40 percent of unused sick leave paid to the employee	2	2.60	90	3.21
50 percent of unused sick leave paid to the employee	19	24.68	1,129	40.24
100 percent of unused sick leave paid to the employee	1	1.30	16	0.57
Percentage of unused sick leave paid varies with years of service	2	2.60	29	1.03
Lump sum payment or cash payment	1	1.30	10	0.36
Provision exists for payment on retirement, but percentage paid not specified or cannot be determined	1	1.30	2	0.07

TABLE 139:

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT

	Agts		Emps	
	#	%	#	%
No Provision	66	85.71	2,198	78.33
25 percent of unused sick leave paid to the employee on termination of his employment	1	1.30	20	0.71
40 percent of unused sick leave paid to the employee on termination of his employment	1	1.30	90	3.21
50 percent of unused sick leave paid to the employee on termination of his employment	6	7.79	416	14.83
100 percent of unused sick leave paid to the employee on termination of his employment	1	1.30	10	0.36
Percentage of unused sick leave paid varies with years of service	2	2.60	72	2.57

TABLE 140:

EARLY RETIREMENT BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	75	97.40	2,292	81.68
Other	2	2.60	514	18.32

TABLE 141:

MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	70	90.91	2,599	92.62
1 week	1	1.30	61	2.17
7 weeks	1	1.30	35	1.25
Maximum duration of weekly sickness and accident indemnity varies with length of service	1	1.30	100	3.56
Maximum duration of weekly sickness or accident indemnity not specified or cannot be determined	4	5.19	11	0.39

TABLE 142:

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	71	92.21	2,735	97.47
Welfare plan mentioned, but no details given	6	7.79	71	2.53

TABLE 143:

LONG TERM DISABILITY - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	68	88.31	2,269	80.86
50 percent - employers contribution	5	6.49	418	14.90
Provision exists, but not specified or cannot be determined	4	5.19	119	4.24

TABLE 144:

AMOUNT OF LONG TERM DISABILITY BENEFIT

	Agts		Emps	
	#	%	#	%
No Provision	67	87.01	2,245	80.01
67 percent of yearly salary	1	1.30	10	0.36
60 percent of monthly salary	1	1.30	35	1.25
Plan mentioned but no details given	8	10.39	516	18.39

TABLE 145:

PRIVATE PENSION PLAN - BENEFIT AMOUNT OF

	Agts		Emps	
	#	%	#	%
No Provision	40	51.95	1,696	60.44
Plan mentioned, no details given	36	46.75	1,075	38.31
Other	1	1.30	35	1.25

TABLE 146:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	69	89.61	1,934	68.92
70 percent of yearly salary	1	1.30	131	4.67
100 percent of yearly salary	3	3.90	555	19.78
Lump sum payment	4	5.19	186	6.63

TABLE 147:

DEATH EXPENSES

	Agts		Emps	
	#	%	#	%
No Provision	74	96.10	2,535	90.34
$500	1	1.30	135	4.81
$700	1	1.30	131	4.67
$1000	1	1.30	5	0.18

TABLE 148:

DEATH PLAN - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	65	84.42	2,444	87.10
50 percent - employers contribution	9	11.69	335	11.94
75 percent - employers contribution	1	1.30	5	0.18
Provision exists, but not specified or cannot be determined	1	1.30	20	0.71
Other	1	1.30	2	0.07

TABLE 149:

INDEXATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 150:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	70	90.91	2,629	93.69
Union-management	1	1.30	100	3.56
Trustees (either individual or corporate) or insurance company	4	5.19	57	2.03
Provision exists, but no details	2	2.60	20	0.71

TABLE 151:

ADMINISTRATION OF SEVERANCE PLAN

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 152:

ADMINISTRATION OF SUB PLANS

	Agts		Emps	
	#	%	#	%
No Provision	76	98.70	2,786	99.29
Sub benefits specified in agreement	1	1.30	20	0.71

TABLE 153:

ADMINISTRATION OF HEALTH AND WELFARE PLANS

	Agts		Emps	
	#	%	#	%
No Provision	76	98.70	2,806	100.00
Trustee (either individual or corporate) or insurance company	1	1.30	0	0.00

TABLE 154:

SEVERANCE PLANS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	76	98.70	2,790	99.43
Severance payments specified in agreement	1	1.30	16	0.57

TABLE 155:

SEVERANCE PLANS - RATE OF PAYMENTS OF BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	76	98.70	2,790	99.43
1 week for each year of service	1	1.30	16	0.57

TABLE 156:

SEVERANCE PAYMENTS - TOTAL BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	76	98.70	2,790	99.43
Flat amount	1	1.30	16	0.57

TABLE 157:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 158:

SEVERANCE PLANS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 159:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 160:

SEVERANCE PAYMENTS - RATES OF PAYMENTS OF BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 161:

SEVERANCE PAYMENTS - TOTAL BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	77	100.00	2,806	100.00

TABLE 162:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	73	94.81	2,726	97.15
Provision exists, but no details given	1	1.30	62	2.21
Other	3	3.90	18	0.64

TABLE 163:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	71	92.21	2,579	91.91
5 years of service	1	1.30	10	0.36
10 years of service	3	3.90	14	0.50
Provision exists, but no details given	2	2.60	203	7.23

PART VI:

TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES

The Transportation sector includes industries whose SIC (Standard Industrial Classification) numbers range from 4511 to 4999. This group is comprised of industries who offer services in the fields of transportation (air, railway, water, bus, taxi-cab, truck) storage, communication (radio, telephone, television) and utilities (electric power, gas, water). The data in this section is based on 24 collective agreements covering some 4,647 employees.

TABLE 1:

UNION MEMBERSHIP REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No provision regarding union membership as a condition of employment (open shop)	5	20.83	2,508	53.97
Union shop	12	50.00	786	16.91
Modified union shop (compulsory membership for new employees maintenance or non-maintenance of membership for others)	7	29.17	1,353	29.12

TABLE 2:

AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
No Provision	1	4.17	83	1.79
Compulsory check-off for all employees covered by the agreement (Rand Formula)	11	45.83	4,182	89.99
Compulsory only for Union members	10	41.67	350	7.53
Voluntary for old employees, compulsory for new (Modified Rand Formula)	1	4.17	12	0.26
Voluntary for all employees covered by the agreement	1	4.17	20	0.43

TABLE 3:

TERM OF AUTHORIZATION FOR DUES CHECK-OFF

	Agts		Emps	
	#	%	#	%
Irrevocable for term of agreement	2	8.33	125	2.69
Irrevocable for term of agreement and any renewal	3	12.50	2,455	52.83
Check-off provision exists, but term of authorization not specified	19	79.17	2,067	44.48

TABLE 4:

JURISDICTION OF WORK - EACH TRADE

	Agts		Emps	
	#	%	#	%
No Provision	23	95.83	4,329	93.16
Provision respecting the scope of the work	1	4.17	318	6.84

TABLE 5:

CROSSING OF PICKET LINES

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	4,622	99.46
Employees have the right to refuse to cross picket lines	2	8.33	25	0.54

TABLE 6:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
No Provision	2	8.33	95	2.04
General statement of management rights	6	25.00	3,757	80.85
Enumerated list of management rights	16	66.67	795	17.11

TABLE 7:

PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
No Provision	2	8.33	64	1.38
60 calendar days	2	8.33	97	2.09
90 calendar days	1	4.17	100	2.15
25 working days	1	4.17	19	0.41
30 working days	1	4.17	25	0.54
40 working days	1	4.17	0	0.00
60 working days	6	25.00	189	4.07
120 working days	1	4.17	318	6.84
2 months	2	8.33	51	1.10
3 months	4	16.67	1,842	39.64
6 months	3	12.50	1,942	41.79

TABLE 8:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	2	8.33	85	1.83
Company wide seniority	5	20.83	2,511	54.03
Plant-wide seniority - bargaining unit	7	29.17	1,512	32.54
Department seniority	2	8.33	350	7.53
Job or occupational classification seniority	2	8.33	40	0.86
Combination or plant-wide and job or classification seniority	1	4.17	14	0.30

TABLE 8:

BASIS OF SENIORITY (Cont'd)

	Agts		Emps	
	#	%	#	%
Combination of department and job or classification seniority	1	4.17	12	0.26
Combination of company-wide, plant-wide and department seniority	1	4.17	0	0.00
Combination of plant-wide, department and or job or classification seniority	1	4.17	100	2.15
Seniority unit not specified or cannot be determined	2	8.33	23	0.49(-R

TABLE 9:

SENIORITY FOR EMPLOYEES WITH SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
No Provision	13	54.17	1,264	27.20
Special seniority for union officials	1	4.17	32	0.69
Retention of union seniority for union officials elected	10	41.67	3,351	72.11

TABLE 10:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
No Provision	4	16.67	1,013	21.80
Seniority taken into account along with other factors such as ability, skill, knowledge and physical fitness	9	37.50	1,148	24.70
Straight seniority if other factors are equal or sufficient	11	45.83	2,486	53.50

TABLE 11:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	2	8.33	24	0.52
Straight seniority	5	20.83	970	20.87
Seniority taken into account with other factors such as knowledge, skills, ability, training and physical fitness	9	37.50	2,452	52.77
Straight seniority if other factors are equal or sufficient	8	33.33	1,201	25.84

TABLE 12:

SENIORITY - RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
No Provision	4	16.67	121	2.60
Straight seniority	4	16.67	887	19.09
Seniority taken into account along with other factors such as knowledge, skill, ability, training and physical fitness	8	33.33	2,143	46.12
Straight seniority if other factors are equal or sufficient	8	33.33	1,496	32.19

TABLE 13:

RETENTION OF SENIORITY OR RECALL RIGHTS DURING LAY-OFFS

	Agts		Emps	
	#	%	#	%
No Provision	8	33.33	617	13.28
3 months	1	4.17	2	0.04
6 months	3	12.50	83	1.79
9 months	1	4.17	14	0.30
12 months	8	33.33	2,331	50.16
24 months	2	8.33	1,500	32.28
Combination of number of months and length of service	1	4.17	100	2.15

TABLE 14:

CAUSES FOR LOSS OF SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	6	25.00	1,904	40.97
Failure to return to work following notification	1	4.17	955	20.55
Combination of discharged for just cause, voluntary termination and failure to return when notified	16	66.67	1,766	38.00
Other	1	4.17	22	0.47

TABLE 15:

SENIORITY BUMPING

	Agts		Emps	
	#	%	#	%
No Provision	17	70.83	1,007	21.67
Seniority bumping within same department or occupational classification	1	4.17	318	6.84
Seniority bumping with restrictions	4	16.67	1,117	24.04
Seniority bumping within bargaining unit	2	8.33	2,205	47.45

TABLE 16:

RETENTION OF SENIORITY DURING ILLNESS OR ACCIDENT

	Agts		Emps	
	#	%	#	%
No Provision	16	66.67	4,378	94.21
Seniority is retained for more than six months up to and including twelve months	3	12.50	58	1.25
Seniority is retained for more than twelve months up to and including eighteen months	2	8.33	12	0.26
Length not specified or indefinite	3	12.50	199	4.28

TABLE 17:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	15	62.50	1,207	25.97
14 calendar days	1	4.17	83	1.79
60 calendar days	1	4.17	1,250	26.90
5 working days	2	8.33	98	2.11
7 working days	1	4.17	27	0.58
1 week	1	4.17	975	20.98
2 weeks	1	4.17	20	0.43
Length of notice varies with length of service	2	8.33	987	21.24

TABLE 18:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
No Provision	6	25.00	433	9.32
5 calendar days	2	8.33	95	2.04
7 calendar days	2	8.33	625	13.45
15 calendar days	1	4.17	975	20.98
3 working days	2	8.33	53	1.14
5 working days	4	16.67	981	21.11
11 working days	1	4.17	1,250	26.90
15 working days	1	4.17	27	0.58
1 week	3	12.50	153	3.29
Provision exists, but posting period not specified or cannot be determined	2	8.33	55	1.18

TABLE 19:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
No Provision	10	41.67	506	10.89
New rate or regular rate of the employee, whichever is the higher at start of transfer	6	25.00	286	6.15
New rate or regular rate of the employee, whichever is the higher, only after specified period of time	3	12.50	1,272	27.37
Rate of new occupation, at start of transfer	2	8.33	1,071	23.05
Rate of new occupation, only after specified period of time	2	8.33	1,480	31.85
Other	1	4.17	32	0.69

TABLE 20:

INITIAL PRESENTATION OF EMPLOYEE GRIEVANCE

	Agts		Emps	
	#	%	#	%
No Provision	1	4.17	4	0.09
Employee only	3	12.50	129	2.78
Union representative only	4	16.67	1,603	34.50
Employee with or without union representative	15	62.50	2,889	62.17
Grievance committee only	1	4.17	22	0.47

TABLE 21:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION (TIME LIMITS)

	Agts		Emps	
	#	%	#	%
No Provision	2	8.33	977	21.02
24 hours	1	4.17	100	2.15
48 hours	1	4.17	19	0.41
2 working days	2	8.33	82	1.76
5 working days	5	20.83	1,569	33.76
7 working days	4	16.67	28	0.60
10 working days	5	20.83	1,404	30.21
15 working days	1	4.17	318	6.84
20 working days	1	4.17	35	0.75
Not specified explicitly	2	8.33	115	2.47

TABLE 22:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
No Provision	16	66.67	3,132	67.40
Number of steps in the grievance is reduced	6	25.00	1,449	31.18
Combination of reduction of steps and/or duration of delays reduced	2	8.33	66	1.42

TABLE 23:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
No Provision	8	33.33	358	7.70
Union officials receive time-off without loss of pay for grievance work during regular hours of work	12	50.00	4,245	91.35
Time-off without loss of pay, but does not state whether during working hours or other	2	8.33	12	0.26
Other	2	8.33	32	0.69

TABLE 24:

COMPENSATION IN NEGOTIATIONS OF COLLECTIVE AGREEMENT

	Agts		Emps	
	#	%	#	%
No Provision	15	62.50	482	10.37
Compensation for total hours	2	8.33	96	2.07
Compensation limited to regular hours of work	6	25.00	4,055	87.26
Compensation is for a specific number of hours	1	4.17	14	0.30

TABLE 25:

ARBITRATION-NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
Single Arbitrator	10	41.67	2,764	59.48
Panel/board of Arbitration	3	12.50	116	2.50
Single or board of Arbitration	11	45.83	1,767	38.02

TABLE 26:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
No Provision	3	12.50	71	1.53
Appeal of discharge after dismissal	14	58.33	3,928	84.53
Reimbursement if exonerated after suspension	2	8.33	128	2.75
Combination of appeal of discharge and reimbursement if exonerated	5	20.83	520	11.19

TABLE 27:

NORMAL WORK WEEK - (DAYS)

	Agts		Emps	
	#	%	#	%
5 days per week	20	83.33	3,040	65.42
Work days vary for different groups of employees	2	8.33	1,568	33.74
Work days not specified or cannot be determined	1	4.17	20	0.43
Other	1	4.17	19	0.41

TABLE 28:

NORMAL DAILY HOURS

	Agts		Emps	
	#	%	#	%
7 hours per day	1	4.17	4	0.09
7 hours and 30 minutes per day	1	4.17	955	20.55
8 hours per day	11	45.83	1,290	27.76
9 hours per day	2	8.33	82	1.76
Irregular daily hours	2	8.33	537	11.56
Daily hours vary for different groups of employees	6	25.00	1,760	37.87
Other	1	4.17	19	0.41

TABLE 29:

NORMAL WORK WEEK (HOURS)

	Agts		Emps	
	#	%	#	%
35 hours per week	1	4.17	4	0.09
37 hours per week	2	8.33	1,480	31.85
40 hours per week	11	45.83	1,290	27.76
42 hours per week	1	4.17	12	0.26
45 hours per week	1	4.17	62	1.33
Weekly hours vary for different groups of employees	6	25.00	1,760	37.87
Number of hours per day not specified or cannot be determined	1	4.17	20	0.43
Other	1	4.17	19	0.41

TABLE 30:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 31:

NORMAL WEEKLY METHOD OPERATIONS - EMPLOYER

	Agts		Emps	
	#	%	#	%
No Provision	1	4.17	19	0.41
1 shift 5 days per week	10	41.67	161	3.46
1 shift 6 days per week	2	8.33	74	1.59
2 shifts 5 days per week	1	4.17	96	2.07
2 shifts 7 days per week	2	8.33	110	2.37
3 shifts 5 days per week	2	8.33	64	1.38
3 shifts 7 days per week	6	25.00	4,123	88.72

TABLE 32:

DISTRIBUTION OF WORK DURING SLACK PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	23	95.83	4,615	99.31
Provision with respect of change in hours of work during slack period	1	4.17	32	0.69

TABLE 33:

OVERTIME PAY - AFTER NORMAL DAILY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	2	8.33	97	2.09
Straight time followed by a higher rate	1	4.17	20	0.43
Time and one-half	14	58.33	1,092	23.50
Time and one-half followed by a higher rate	7	29.17	3,438	73.98

TABLE 34:

OVERTIME PAY - AFTER NORMAL WEEKLY HOURS OF WORK

	Agts		Emps	
	#	%	#	%
No Provision	2	8.33	97	2.09
Straight time followed by a higher rate	1	4.17	20	0.43
Time and one-half	14	58.33	1,092	23.50
Time and one-half followed by a higher rate	7	29.17	3,438	73.98

TABLE 35:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	3	12.50	117	2.52
Time and one-half	12	50.00	2,260	48.63
Time and one-half followed by a higher rate	6	25.00	2,115	45.51
Double time	3	12.50	155	3.34

TABLE 36:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	4	16.67	119	2.56
Time and one-half	1	4.17	20	0.43
Double time	18	75.00	4,489	96.60
Other	1	4.17	19	0.41

TABLE 37:

TIME OFF IN LIEU OF OVERTIME PAY

	Agts		Emps	
	#	%	#	%
No Provision	18	75.00	592	12.74
Time-off in lieu of overtime pay	4	16.67	2,773	59.67
Banking of overtime credits for cumulative time-off	1	4.17	32	0.69
Combination of time-off in lieu and/or banking of overtime credits	1	4.17	1,250	26.90

TABLE 38:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	17	70.83	3,266	70.28
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	1	4.17	0	0.00
Employee has the right to refuse overtime when other are available to do the work	1	4.17	31	0.67
Overtime is mandatory in cases of emergency	2	8.33	350	7.53
Right to refuse overtime after specified period of compulsory overtime	1	4.17	955	20.55
Right to refuse overtime - special consideration for employees with greater seniority	1	4.17	25	0.54
Overtime is compulsory in special circumstances	1	4.17	20	0.43

TABLE 39:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	13	54.17	2,696	58.02
Overtime is equitably distributed among employees on a plant-wide basis	2	8.33	118	2.54
Overtime is equitably distributed among employees within a department	1	4.17	318	6.84
Overtime is equitably distributed among employees within an occupational and/or wage bracket, etc.	3	12.50	84	1.81
Combination of plan-wide, occupation and/or wage bracket, etc.	2	8.33	1,2698	27.31
Overtime is equitably distributed but preference on a seniority basis is given to senior employees	2	8.33	100	2.15
Other	1	4.17	62	1.33

TABLE 40:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
No Provision	21	87.50	2,192	47.17
$6.35 per shift	1	4.17	975	20.98
$6.67 per shift	1	4.17	955	20.55
$6.70 per shift	1	4.17	525	11.30

TABLE 41:

PREMIUM PAY FOR REGULALY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
No Provision	20	83.33	1,874	40.33
$.20 per hour	1	4.17	318	6.84
1.5 time rate payment	3	12.50	2,455	52.83

TABLE 42:

SHIFT PREMIUM - SECOND SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	16	66.67	687	14.78
3.5 cents per hour	1	4.17	96	2.07
15 cents per hour	1	4.17	32	0.69
28 cents per hour	1	4.17	27	0.58
32 cents per hour	1	4.17	100	2.15
35 cents per hour	1	4.17	1,250	26.90
$1.88 per shift	1	4.17	955	20.55
$2.40 per shift	1	4.17	525	11.30
$2.70 per shift	1	4.17	975	20.98

TABLE 43:

SHIFT PREMIUM - (THIRD PARTY)

	Agts		Emps	
	#	%	#	%
No Provision	17	70.83	714	15.36
3.5 cents per hour	1	4.17	96	2.07
20 cents per hour	1	4.17	32	0.69
40 cents per hour	1	4.17	100	2.15
46 cents per hour	1	4.17	1,250	26.90
$2.40 per shift	1	4.17	525	11.30
$2.43 per shift	1	4.17	955	20.55
$3.40 per shift	1	4.17	975	20.98

TABLE 44:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
No Provision	23	95.83	4,122	99.70
$1.70 per shift	1	4.17	525	11.30

TABLE 45:

PREMIUM PAY FOR HAZARDOUS WORK

	Agts		Emps	
	#	%	#	%
No Provision	20	83.33	3,250	69.94
3.5 cents per hour	1	4.17	96	2.07
10 cents per hour	1	4.17	32	0.69
$1.00 per hour	1	4.17	19	0.41
1.50 time differential	1	4.17	1,250	26.90

TABLE 46:

PREMIUM PAY FOR DIRTY WORK

	Agts		Emps	
	#	%	#	%
No Provision	21	87.50	3,346	72.00
10 cents per hour	1	4.17	32	0.69
15 cents per hour	1	4.17	1,250	26.90
50 cents per hour	1	4.17	19	0.41

TABLE 47:

PAY GUARANTEES - GUARANTEED EMPLOYMENT FOR EARNINGS

	Agts		Emps	
	#	%	#	%
No Provision	21	87.50	4,221	90.83
Weekly work or wage guarantee	3	12.50	426	9.17

TABLE 48:

REPORTING PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	14	58.33	2,861	61.57
Two hours of work	3	12.50	332	7.14
Four hours of work	4	16.67	1,351	29.07
Eight hours of work	2	8.33	83	1.79
Guarantee varies depending on whether or not employee is put to work	1	4.17	20	0.43

TABLE 49:

CALL - IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
No Provision	1	4.17	22	0.47
Straight time for 2 hours	1	4.17	318	6.84
Straight time for 3 hours	3	12.50	125	2.69
Straight time for 3 hours followed by time and one-half	1	4.17	955	20.55
Straight time for 4 hours	7	29.17	1,183	25.46
Straight time for 4 hours followed by time and one-half	2	8.33	12	0.26
Straight time for 4 hours followed by applicable overtime rate	4	16.67	1,877	40.39
Time and one-half for 2 hours	1	4.17	20	0.43
Time and one-half for 4 hours	1	4.17	0	0.00
Applicable overtime rate for 4 hours	2	8.33	39	0.84
Other	1	4.17	96	2.07

TABLE 50:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
No Provision	20	83.33	3,009	64.75
More than four hours pay	1	4.17	1,250	26.90
Flat amount per day	2	8.33	70	1.51
Other	1	4.17	318	6.84

TABLE 51:

PAY GUARANTEE DURING MACHINERY BREAKDOWNS OR ADVERSE WEATHER CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	3,301	71.04
Compensation for full shift - weather conditions	1	4.17	96	2.07
Other	1	4.17	1,250	26.90

TABLE 52:

TRAVEL ALLOWANCE OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
No Provision	21	87.50	1,467	31.57
Paid travel time	2	8.33	2,225	47.88
Paid transportation or allowance	1	4.17	955	20.55

TABLE 53:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
No Provision	23	95.83	3,692	79.45
Paid transportation or allowance	1	4.17	955	20.55

TABLE 54:

TRAVEL ALLOWANCE OR TRANSPORTATION - SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
No Provision	19	79.17	920	19.80
Paid travel time	2	8.33	1,930	41.53
Paid transportation or allowance	3	12.50	1,797	38.67

TABLE 55:

TRAVEL ALLOWANCE OR TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	17	70.83	1,361	29.29
Travel pay provision	1	4.17	19	0.41
Transportation allowance	1	4.17	32	0.69
Any combination of travel, pay, meal, lodging, transportation and/or daily allowance	5	20.83	3,235	69.61

TABLE 56:

MILEAGE ALLOWANCE FOR USE OF PRIVATE CAR

	Agts		Emps	
	#	%	#	%
No Provision	23	95.83	4,627	99.57
32 cents per mile	1	4.17	20	0.43

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
8 full holidays	1	4.17	22	0.47
9 full holidays	5	20.83	196	4.22
10 full holidays	5	20.83	1,529	32.90

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR (Cont'd)

	Agts		Emps	
	#	%	#	%
10 full holidays and 1 half holiday	3	12.50	43	0.93
10 full holidays and 2 half holidays	1	4.17	25	0.54
11 full holidays	6	25.00	2,468	53.11
11 full holidays and 2 half holidays	1	4.17	14	0.30
12 full holidays	1	4.17	318	6.84
12 full holidays and 2 half holidays	1	4.17	32	0.69

TABLE 58

ELIGIBILITY FOR PAID HOLIDAYS - MINIMUM SERVICE

	Agts		Emps	
	#	%	#	%
No Provision	20	83.33	4,297	92.47
20 working days	1	41.7	0	0.00
30 working days	1	4.17	20	0.43
8 weeks	2	8.33	330	7.10

TABLE 59:

WORK PERFORMANCE FOR PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	7	29.17	1,610	34.65
Employee must have worked the last scheduled working day before	1	4.17	32	0.69
Employee must have worked both the last working day before and the next working day after	15	62.50	2,922	62.88
Employee must have worked either the last working day before or the next working day after	1	4.17	83	1.79

TABLE 60:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	10	41.67	589	12.67
Working day off with pay	3	12.50	1,048	22.55
Extra days pay	2	8.33	1,500	32.28
Observe on following Monday, preceeding Friday or day proclaimed by government	9	37.50	1,510	32.49

TABLE 61:

PAID HOLIDAY FALLING ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
No Provision	11	45.83	609	13.11
Working day off with pay	2	8.33	986	21.22
Observe on following Monday, preceeding Friday or day proclaimed by government	11	45.83	3,052	65.68

TABLE 62:

PREMIUM RATES FOR PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	5	20.83	149	3.21
Straight time	2	8.33	37	0.80
Time and one-half	4	16.67	146	3.14
Double time followed by double time and one-half	1	4.17	975	20.98
Double time	12	50.00	3,340	71.87

TABLE 63:

NUMBER OF NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	21	87.50	3,064	65.94
1 full holiday	3	12.50	1,583	34.06

TABLE 64:

PREMIUM RATES FOR NON-PAID STATUTORY HOLIDAYS

	Agts		Emps	
	#	%	#	%
No Provision	19	79.17	3,039	65.40
Straight time	2	8.33	1,500	32.28
Double time	3	12.50	108	2.32

TABLE 65:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
No Provision	6	25.00	1,193	25.67
Any provision conferring any right for the employee to select his vacation	18	75.00	3,454	74.33

TABLE 66:

PAID VACATIONS (THREE WEEKS)

	Agts		Emps	
	#	%	#	%
No Provision	2	8.33	41	0.88
1 year of service	7	29.17	1,534	33.01
2 years of service	2	8.33	414	8.91
3 years of service	2	8.33	967	20.81
4 years of service	4	16.67	1,527	32.86
5 years of service	7	29.17	164	3.53

TABLE 67:

PAID VACATION (FOUR WEEKS)

	Agts		Emps	
	#	%	#	%
No Provision	4	16.67	55	1.18
4 years of service	1	4.17	96	2.07
5 years of service	2	8.33	115	2.47
10 years of service	5	20.83	1,630	35.08
11 years of service	3	12.50	1,000	21.52
12 years of service	4	16.67	1,557	33.51
15 years of service	5	20.83	194	4.17

TABLE 68:

PAID VACATION - FIVE WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	12	50.00	215	4.63
5 years of service	1	4.17	96	2.07
10 years of service	1	4.17	83	1.79
15 years of service	1	4.17	32	0.69
20 years of service	5	20.83	1,735	37.34
23 years of service	1	4.17	955	20.55
25 years of service	3	12.50	1,531	32.95

TABLE 69:

PAID VACATIONS - SIX WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	21	87.50	4,214	90.68
20 years of service	1	4.17	83	1.79
30 years of service	1	4.17	318	6.84
33 years of service	1	4.17	32	0.69

TABLE 70:

PAID VACATIONS - SEVEN WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 71:

PAID VACATIONS - EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 72:

PAID VACATION MORE THAN EIGHT WEEKS

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 73:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	15	62.50	2,041	43.92
With limit	3	12.50	2,455	52.83
Without limit	1	4.17	83	1.79
Carry-over specifically prohibited	5	20.83	68	1.46

TABLE 74:

EXTENDED VACATION PLANS

	Agts		Emps	
	#	%	#	%
No Provision	21	87.50	2,192	47.17
Vacation extended if regular allowance taken in specified period of time of year	3	12.50	2,455	52.83

TABLE 75:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 76:

STATUTORY HOLIDAYS FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
No Provision	9	37.50	1,563	33.63
Another working day off with pay	10	41.67	2,626	56.51
Either working day off with pay or extra days pay	5	20.83	458	9.86

TABLE 77:

PAY IN LIEU OF VACATION

	Agts		Emps	
	#	%	#	%
No Provision	19	79.17	4,506	96.97
Provision exists	5	20.83	141	3.03

TABLE 78:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	1	4.17	25	0.54
2 days	1	4.17	20	0.43
3 days	10	41.67	1,893	40.74
4 days	5	20.83	77	1.66
5 days	1	4.17	27	0.58
Other	6	25.00	2,605	56.06

TABLE 79:

PAY FOR LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
No Provision	6	25.00	1,677	36.09
1 day	13	54.17	689	14.83
3 days	3	12.50	76	1.64
Other	2	8.33	2,205	47.45

TABLE 80:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 81:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL)

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 82:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
No Provision	19	79.17	3,059	65.83
2 days	1	4.17	96	2.07
Additional weeks if required	4	16.67	1,492	32.11

TABLE 83:

PAID JURY DUTY

	Agts		Emps	
	#	%	#	%
No Provision	10	41.67	325	6.99
Employee receives the difference between regular pay and jury fees	9	37.50	1,836	39.51
Employee receives regular pay	5	20.83	2,486	53.50

TABLE 84:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	4,584	98.64
Employee receives regular pay	1	4.17	32	0.69
Other	1	4.17	31	0.67

TABLE 85:

SABBATICAL LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 86:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
No Provision	6	25.00	458	9.86
Provision for unpaid leave of absence	14	58.33	2,868	61.72
Provision for paid leave of absence (whole or in part)	3	12.50	1,309	28.17
Provision for leave of absence, but not mentioned if paid or unpaid	1	4.17	12	0.26

TABLE 87:

LEAVE OF ABSENCE FOR PERSONAL REASONS - UNPAID

	Agts		Emps	
	#	%	#	%
No Provision	9	37.50	2,853	61.39
1 month	2	8.33	62	1.33
3 months	1	4.17	14	0.30
Unspecified or cannot be determined	12	50.00	1,718	36.97

TABLE 88:

REHABILITATION - ALCOHOLISM/DRUGS

	Agts		Emps	
	#	%	#	%
No Provision	18	75.00	3,193	68.71
Provision	6	25.00	1,454	31.29

TABLE 89:

MATERNITY LEAVE - SERVICE REQUIREMENTS

	Agts		Emps	
	#	%	#	%
No Provision	20	83.33	4,581	98.58
12 months of service the employee must complete to qualify for maternity leave	4	16.67	66	1.42

TABLE 90:

MATERNITY LEAVE - LENGTH OF

	Agts		Emps	
	#	%	#	%
No Provision	17	70.83	2,126	45.75
17 weeks granted for maternity leave	3	12.50	34	0.73
26 weeks granted for maternity leave	1	4.17	32	0.69
52 weeks granted for maternity leave	3	12.50	2,455	52.83

TABLE 91:

MATERNITY LEAVE - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	17	70.83	2,126	45.75
Seniority retained up to the maternity leave begins	5	20.83	1,964	42.26
Seniority accumulates during entire maternity leave	1	4.17	32	0.69
Seniority accumulated up to a certain period then retained afterwards	1	4.17	525	11.30

TABLE 92:

MATERNITY LEAVE - PAY

	Agts		Emps	
	#	%	#	%
No Provision	19	79.17	2,138	46.01
Leave of absence with loss of pay	5	20.83	2,509	53.99

TABLE 93:

MEAL ALLOWANCE - (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	14	58.33	888	19.11
$5.00 for meal allowance	1	4.17	318	6.84
$6.75 for meal allowance	1	4.17	35	0.75
Employee works beyond his scheduled hours or for special circumstances	8	33.33	3,406	73.29

TABLE 94:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	3,366	72.43
One period of 5 minutes duration	1	4.17	31	0.67
One period of 5 minutes at mid shift meal and one period of 10 minutes at end of shift	1	4.17	1,250	26.90

TABLE 95:

REST PERIOD

	Agts		Emps	
	#	%	#	%
No Provision	12	50.00	1,713	36.86
Twice a day 20 minutes	2	8.33	21	0.45
Twice a day 30 minutes	6	25.00	2,345	50.46
Three times a day 30 minutes	2	8.33	12	0.26
Three times a day 45 minutes	1	4.17	31	0.67
Other	1	4.17	525	11.30

TABLE 96:

CLOTHING AND UNIFORMS

	Agts		Emps	
	#	%	#	%
No Provision	9	37.50	2,560	55.09
Work clothing and uniform provided by employer at no cost to employee	6	25.00	185	3.98
Work clothing and uniform provided at some cost to the employee	1	4.17	35	0.75
Provided and replaced by employer	4	16.67	120	2.58
Combination of at no cost, some cost, replaced no cost, some cost, monetary allowance, provided and replaced	4	16.67	1,747	37.59

TABLE 97:

SAFETY AND PROTECTIVE CLOTHING

	Agts		Emps	
	#	%	#	%
No Provision	11	45.83	2,644	56.90
Safety equipment supplied at no cost to employee	5	20.83	240	5.16
Monetary allowance provided for purchase of safety equipment	1	4.17	32	0.69
Provided and replaced by employer	2	8.33	1,277	27.48
Safety equipment supplied/no cost/some cost/monetary allowance/replacement/some cost/no cost	5	20.83	454	9.77

TABLE 98:

ALLOWANCE FOR TOOLS

	Agts		Emps	
	#	%	#	%
No Provision	19	79.17	2,009	43.23
Tools supplied at no cost to employee	1	4.17	318	6.84
Monetary allowance provided for purchase of tools	2	8.33	95	2.04
Provided and replaced by employer	1	4.17	975	20.98
Combination of supplied at no cost, some cost, replaced at no cost, some cost, allowance for, provided & replaced	1	4.17	1,250	26.90

TABLE 99:

TRAINING OR RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	17	70.83	1,798	38.69
Apprenticeship program	1	4.17	83	1.79
Combination of training on the job and/or apprenticeship program	1	4.17	100	2.15
Combination of training on the job and/or tuition and financial assistance	3	12.50	1,320	28.41
Combination of training on the job, apprenticeship program and/or tuition and financial assistance	1	4.17	1,250	26.90
Provision exists, but no details given	1	4.17	96	2.07

TABLE 100:

HEALTH AND/OR SAFETY COMMITTEES

	Agts		Emps	
	#	%	#	%
No Provision	8	33.33	527	11.34
Provision exists for safety program	8	33.33	1,123	24.17
Safety committee	5	20.83	752	16.18
Combination of safety program, safety committee and/or pay for safety committee	3	12.50	2,245	48.31

TABLE 101:

ATTENDANCE OR CONTINUOUS SERVICE BONUS (LONGEVITY PAY)

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	4,532	97.53
$150.00 per year	1	4.17	83	1.79
$300.00 per year	1	4.17	32	0.69

TABLE 102:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 103:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
No Provision	23	95.83	4,564	98.21
Moonlighting permitted - no moonlighting if such work interferes with regular work of employees	1	4.17	83	1.79

TABLE 104:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	4,310	92.75
Contracting out prohibited	1	4.17	19	0.41
Employer cannot contract-out work which will lead to lay-off or failure to recall members or bargaining unit	1	4.17	318	6.84

TABLE 105:

RE-OPENER CLAUSE

	Agts		Emps	
	#	%	#	%
No Provision	21	87.50	4,242	91.28
Wage re-opener	2	8.33	87	1.87
Non-wage re-opener clause only	1	4.17	318	6.84

TABLE 106:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
No Provision	20	83.33	2,964	63.78
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs	2	8.33	401	8.63
Provision for transfer of older and/or handicapped workers to light or more suitable jobs if available	1	4.17	32	0.69
Retraining of older and/or handicapped worker	1	4.17	1,250	26.90

TABLE 107:

LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	14	58.33	3,173	68.28
Provision exists	10	41.67	1,474	31.72

TABLE 108:

BULLETIN BOARDS

	Agts		Emps	
	#	%	#	%
No Provision	7	29.17	1,040	22.38
Provision exists	17	70.83	3,607	77.62

TABLE 109:

EQUAL PAY FOR EQUAL WORK

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 110:

NON-DISCRIMINATION

	Agts		Emps	
	#	%	#	%
No Provision	7	29.17	2,781	59.85
Union membership	2	8.33	1,480	31.85
Race, religion, union membership	3	12.50	83	1.79
Race, religion, union membership, sex	1	4.17	22	0.47
Race, religion, nationality, union membership, sex	2	8.33	39	0.84
Race, religion, nationality, union membership, sex, age	3	12.50	12	0.26
Race, religion, nationality, marital status	1	4.17	31	0.67
Race, religion, nationality, sex, marital status	1	4.17	96	2.07
Race, religion, nationality, union membership, sex, age, marital status	2	8.33	59	1.27
Race, religion, nationality, union membership, sex, marital status	1	4.17	32	0.69
Discrimination prohibited but types of discrimination not specified	1	4.17	12	0.26

TABLE 111:

WORKERS COMPENSATION

	Agts		Emps	
	#	%	#	%
No Provision	10	41.67	370	7.96
Compensation payable is the difference between workmen's compensation and regular salary	9	37.50	4,192	90.21
Other form of supplementary payment	2	8.33	12	0.26
Full compensation by employer, when off work due to injury on the job	1	4.17	22	0.47
Provision exists, no details given	2	8.33	51	1.10

TABLE 112:

PART-TIME EMPLOYEES - NORMAL WORK WEEK - DAYS PER WEEK

	Agts		Emps	
	#	%	#	%
No Provision	20	83.33	3,114	67.01
5 days per week	1	4.17	22	0.47
Irregular hours	2	8.33	556	11.96
Provision exists, no details given	1	4.17	955	20.55

TABLE 113:

DAILY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	20	83.33	3,114	67.01
4 hours	1	4.17	22	0.47
Irregular hours	2	8.33	556	11.96
Provision exists, no details given	1	4.17	955	20.55

TABLE 114:

WEEKLY HOURS - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	20	83.33	3,114	67.01
20 hours	2	8.33	547	11.77
Irregular hours	1	4.17	31	0.67
Provision exists, no details given	1	4.17	955	20.55

TABLE 115:

HEALTH, WELFARE, SICK LEAVE, PENSION - PART TIME EMPLOYEES

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 116:

PART TIME EMPLOYEES - VACATION BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	23	95.83	4,625	99.53
10 vacation days	1	4.17	22	0.47

TABLE 117:

PART TIME EMPLOYEES - PAID HOLIDAYS - STATUTORY

	Agts		Emps	
	#	%	#	%
No Provision	23	95.83	4,122	88.70
Pro-rated paid statutory holidays	1	4.17	525	11.30

TABLE 118:

PART TIME EMPLOYEES - SENIORITY

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 119:

COLA (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
No Provision	21	87.50	3,564	76.69
Provision exists - is effective during agreement	3	12.50	1,083	23.31

TABLE 120:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
No Provision	21	87.50	3,564	76.69
Adjustments tied to a specific amount of the change in the consumer price index	3	12.50	1,083	23.31

TABLE 121:

AMOUNT OF COLA ADJUSTMENTS

	Agts		Emps	
	#	%	#	%
No cost of living provision	22	91.67	3,660	78.76
0.1% adjustment in wages for each 1% change in C.P.I.	2	8.33	987	21.24

TABLE 122:

TECHNOLOGICAL CHANGE - ADVANCE NOTICE

	Agts		Emps	
	#	%	#	%
No provision	19	79.17	2,064	44.42
2 months	2	8.33	1,500	32.28
3 months	2	8.33	128	2.75
Provision exists, but no details given	1	4.17	955	20.55

TABLE 123:

TECHNOLOGICAL CHANGE - CONSULTATION

	Agts		Emps	
	#	%	#	%
No Provision	21	87.50	3,564	76.69
Provision exists	3	12.50	1,083	23.31

TABLE 124:

TECHNOLOGICAL CHANGE - TRAINING AND RETRAINING

	Agts		Emps	
	#	%	#	%
No Provision	19	79.17	1,766	38.00
Displaced employees provided with on the job training opportunity on new equipment	2	8.33	1,500	32.28
Provision exists, no details given	3	12.50	1,381	29.72

TABLE 125:

TECHNOLOGICAL CHANGE - RELOCATION ALLOWANCE

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	3,147	67.72
Provision exists, no details given	2	8.33	1,500	32.28

TABLE 126:

TECHNOLOGICAL CHANGE - NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 127:

TECHNOLOGICAL CHANGE - RE-OPENER CLAUSE WAGES AND/OR WORKING CONDITIONS

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 128:

TECHNOLOGICAL CHANGE - WORK SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 129:

TECHNOLOGICAL CHANGE - EMPLOYMENT SECURITY

	Agts		Emps	
	#	%	#	%
No Provision	20	83.33	3,598	77.43
Some form of wage or employment guarantee - other than S.U.B. or severance pay	3	12.50	94	2.02
Other	1	4.17	955	20.55

TABLE 130:

TECHNOLOGICAL CHANGE - LABOUR MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.0

TABLE 131:

BASIC MEDICARE - EMPLOYER CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	13	54.17	3,014	64.86
50 percent - employer contribution	7	29.17	1,582	34.04
75 percent - employer contribution	1	4.17	12	0.26
90 percent - employer contribution	2	8.33	12	0.26
Provision exists, but not specified or cannot be determined	1	4.17	27	0.58

TABLE 132:

OTHER HEALTH BENEFITS - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	19	79.17	1,779	38.28
50 percent - employer contribution	3	12.50	1,368	29.44
Provision exists, but not specified or cannot be determined	2	8.33	1,500	32.28

TABLE 133:

ACCIDENTAL DEATH AND DISMEMBERMENT-EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No accidental dealth and dismemberment insurance plan	22	91.67	4,516	97.18
5 percentage of premium paid by employer	1	4.17	100	2.15
Amount of employer contribution not specified or cannot be determined	1	4.17	31	0.67

TABLE 134:

AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No accidental death and dismemberment insurance plan	21	87.50	3,266	70.28
Amount of benefits not specified or cannot be determined	3	12.50	1,381	29.72

TABLE 135:

AMOUNT OF LIFE INSURANCE BENEFITS

	Agts		Emps	
	#	%	#	%
No life insurance plan	7	29.17	1,127	24.25
Amount of benefits not specified or cannot be determined	17	70.83	3,520	75.75

TABLE 136:

AMOUNT OF SICK LEAVE

	Agts		Emps	
	#	%	#	%
No provision for paid sick leave	6	25.00	1,330	28.62
7 days granted per year	3	12.50	2,455	52.83
10 days granted per year	1	4.17	31	0.67
12 days granted per year	1	4.17	12	0.26
18 days granted per year	8	33.33	635	13.66
20 days granted per year	1	4.17	22	0.47
25 days granted per year	1	4.17	27	0.58
Paid sick leave exists, but annual allowance not specified or cannot be determined	3	12.50	135	2.91

TABLE 137:

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
No Provision	13	54.17	3,932	84.61
16 days maximum accumulation	1	4.17	31	0.67
85 days maximum accumulation	1	4.17	27	0.58
90 days maximum accumulation	2	8.33	145	3.12
100 days maximum accumulation	1	4.17	22	0.47
125 days maximum accumulation	1	4.17	318	6.84
150 days maximum accumulation	2	8.33	12	0.26
162 days maximum accumulation	1	4.17	32	0.69
193 days maximum accumulation	2	8.33	128	2.75

TABLE 138:

REIMBURSEMENT FOR UNUSED SICK LEAVE ON RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	20	83.33	4,192	90.21
30 percent of unused sick leave paid to the employee	1	4.17	83	1.79
40 percent of unused sick leave paid to the employee	1	4.17	32	0.69
50 percent of unused sick leave paid to the employee	1	4.17	318	6.84
100 percent of unused sick leave paid to the employee	1	4.17	22	0.47

TABLE 139:

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	4,593	98.84
40 percent of unused sick leave paid to the employee on termination of his employment	1	4.17	32	0.69
50 percent of unused sick leave paid to the employee on termination of his employment	1	4.17	22	0.47

TABLE 140:

EARLY RETIREMENT BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	23	95.83	3,397	73.10
Unreduced basic benefit	1	4.17	1,250	26.90

TABLE 141:

MAXIMUM DURATION OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	18	75.00	2,263	48.70
14 weeks	1	4.17	1,250	26.90
Maximum duration of weekly sickness and accident indemnity varies with length of service	1	4.17	975	20.98
Maximum duration of weekly sickness or accident indemnity not specified or cannot be determined	4	16.67	159	3.42

TABLE 142:

AMOUNT OF WEEKLY SICKNESS AND ACCIDENT INDEMNITY

	Agts		Emps	
	#	%	#	%
No Provision	18	75.00	2,332	50.18
Amount of weekly indemnity expressed as a percent of wages	1	4.17	1,250	26.90
Amount of weekly indemnity varies with length of service	1	4.17	975	20.98
Welfare plan mentioned, but no details given	4	16.67	90	1.94

TABLE 143:

LONG TERM DISABILITY - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	19	79.17	4,364	93.91
50 percent - employers contribution	3	12.50	148	3.18
Provision exists, but not specified or cannot be determined	2	8.33	135	2.91

TABLE 144:

AMOUNT OF LONG TERM DISABILITY BENEFIT

	Agts		Emps	
	#	%	#	%
No Provision	16	66.67	2,784	59.91
67 percent of yearly salary	1	4.17	1,250	26.90
Plan mentioned but no details given	7	29.17	613	13.19

TABLE 145:

PRIVATE PENSION PLAN - BENEFIT AMOUNT OF

	Agts		Emps	
	#	%	#	%
No Provision	11	45.83	367	7.90
Plan mentioned, no details given	13	54.17	4,280	92.10

TABLE 146:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	3,079	66.26
Lump sum payment	2	8.33	1,568	33.74

TABLE 147:

DEATH EXPENSES

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 148:

DEATH PLAN - EMPLOYERS CONTRIBUTION

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	4,635	99.74
90 percent - employers contribution	2	8.33	12	0.26

TABLE 149:

INDEXATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 150:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	3,596	77.38
Management only	1	4.17	955	20.55
Provision exists, but no details	1	4.17	96	2.07

TABLE 151:

ADMINISTRATION OF SEVERANCE PLAN

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 152:

ADMINISTRATION OF SUB PLANS

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 153:

ADMINISTRATION OF HEALTH AND WELFARE PLANS

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	3,297	70.95
Management only	1	4.17	100	2.15
Trustee (either individual or corporate) or insurance company	1	4.17	1,250	26.90

TABLE 154:

SEVERANCE PLANS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	2,717	58.47
Severance payments specified in agreement	2	8.33	1,930	41.53

TABLE 155:

SEVERANCE PLANS - RATE OF PAYMENTS OF BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	2,717	58.47
Other	2	8.33	1,930	41.53

TABLE 156:

SEVERANCE PAYMENTS - TOTAL BENEFITS - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	2,717	58.47
49 weeks	2	8.33	1,930	41.53

TABLE 157:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - LAY-OFF

	Agts		Emps	
	#	%	#	%
No Provision	22	91.67	2,717	58.47
2 years of service	1	4.17	955	20.55
25 years of service	1	4.17	975	20.98

TABLE 158:

SEVERANCE PLANS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 159:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 160:

SEVERANCE PAYMENTS - RATES OF PAYMENTS OF BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 161:

SEVERANCE PAYMENTS - TOTAL BENEFITS - RESIGNATION

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 162:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	24	100.00	4,647	100.00

TABLE 163:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY - RETIREMENT

	Agts		Emps	
	#	%	#	%
No Provision	23	95.83	4,551	97.93
10 years of service	1	4.17	96	2.07

APPENDIX I

AGREEMENTS IN SURVEY

APPENDIX

AGREEMENTS IN SURVEY

MANUFACTURING

Employer	Union
Allen's Dairy	Department Store Union, Local 1015
American Can Inc.	Steelworkers, Local 7446
Atlantic Bridge Company Limited	Marine Workers, Local 25
Atlantic Bridge Company Limited	Marine Workers, Local 24
Atlantic Industries (NB) Ltd.	Steelworkers, Local 7909
Ben's Limited	Teamsters, Local 927
Ben's Limited-Office Employees	Bakery Workers, Local 446
Ben's Limited-Sales Employees	Teamsters, Local 927
Berwick Bakery Limited	Bakery Workers, Local 446
Berwick Bakery Limited - Sales Employees	Bakery Workers, Local 446
Berwick Bakery Limited - Office Employees	Food & Commercial Workers, Local 1157
Bluenose Fisheries Ltd.	Department Store Union, Local 596
Bowater Mersey Paper Co. Ltd.	I.B.E.W., Local 709
Bowater Mersey Paper Co. Ltd.	Paperworkers, Local 141
Bowater Mersey Paper Co. Ltd.	Paperworkers, Local 141
Brookfield Foods Limited - Port Hawkesbury	Food & Commercial Workers, Local 910
Brookfield Foods Limited	C.B.R.T., Local 503
Brookfield Foods Limited - Amherst	Department Store Union, Local 1015
Brookfield Foods Limited - Burnside	Bakery Workers, Local 446
Brookfield Foods Limited - Point Edward	Food & Commercial Workers, Local 910
Canada Cement LaFarge Ltd. - Clerical	Cement Lime Workers, Local 454
Canadian Keyes Fibre Company	Paperworkers, Local 576
Canadian Marconi Company	Salaried Employee Association
Canadian Newspaper Co. Ltd.	Typo Union, Local 130
Canard Poultry	Food & Commercial Workers, Local 1157
Canexel-East River Hardboard Plant	Paperworkers, Local 434
Canso Seafoods	Food & Commercial Workers, Local 910
Cape Breton Beverages Limited	Department Store Union, Local 596
Cape Breton Offshore Fabricators	United Mine Workers
Cape Breton Post Production Related	Typo Union, Local 460
Cape Breton Post - Other	Typo Union, Local 460
Cheticamp Fishermen's Co-op Society Ltd.	C.B.R.T., Local 514A
Co-op Atlantic - Truro Feed Plant	Food & Commercial Workers, Local 1157
Co-op Atlantic - Feed Plant	Food & Commercial Workers, Local 1157
Coca-Cola Ltd.	Brewery Workers, Local 361
Concrete Services Limited	Labourers, Local 615
Connors Brothers Limited	Energy & Chemical Workers, Local 44
Crossley Karastan Carpet Mills	C.B.R.T., Local 612
Cummins Diesel	Operating Engineers, Local 721B
Dartmouth Free Press Limited	Graphic Arts, Local 506
Dartmouth Ready Mix Limited	Marine Workers, Local 13
Diversey Wyandotte Inc.	Brewery Workers, Local 361

MANUFACTURING (CONT'D)

Employer	Union
Dominion Textiles Inc.	Textile Workers, Local 152
Domtar Chemicals Group - Wood Preserving Div.	Carpenters, Local 2483
Eastern Bakeries Limited	Department Store Union, Local 596
Eastern Dairyfoods Co-op Ltd.	Department Store Union, Local 1015
Enheat Inc.	Steelworkers, Local 4883
Enheat Inc.	Steelworkers, Local 6874
Farmers Co-operative Dairy-Cheese Division	Teamsters, Local 927
Farmers Co-operative Dairy Limited	Teamsters, Local 927
Fundy Grinding and Machining Ltd.	Carpenters, Local 1178
Gainers Inc.	Food & Commercial Workers, Local 1157
General Bakeries Limited	Teamsters, Local 927
General Home Systems Ltd.	Carpenters, Local 2215
Good People Sea & Shore Services Inc.	C.B.R.T., Local 230B
H B Nickerson & Sons Ltd.-Riverport Division	C.B.R.T., Local 611
Halifax Herald Limited	Typo Union, Local 130
Halifax Industries Limited	Marine Workers, Local 1
Halifax Industries Limited	Marine Workers, Local 13
Halifax Industries Limited	Marine Workers, Local 28
Hawker Siddeley Inc. - Trenton	Steelworkers, Local 1231
Heckett-Division of Harsco Corporation	General Workers, Local 1509
Hermes Electronics Ltd.	I.B.E.W., Local 1651
Huyck Canada - Formex Fabric Plant	Textile Workers, Local 486
IMP Group Limited	Marine Workers, Local 1
Imperial Optical Company Ltd.	Teamsters, Local 927
Inter Supply Ltd.	Teamsters, Local 927
Inter Supply Ltd.	Labourers, Local 615
Isle Royale Beverages Limited	Department Store Union, Local 596
Kent Homes Limited	Labourers, Local 615
Kentville Publishing	Typo Union, Local 130
Kentville Publishing Co. Ltd.	Typo Union, Local 514
L. E. Shaw Limited	Teamsters, Local 927
L. E. Shaw Limited	Teamsters, Local 927
Larson Packers Limited	Food & Commercial, Local 1157
LIPS NV Canada Inc. - Repair Division	Marine Workers, Local 1
Lowneys Limited - Moirs Plant	Teamsters, Local 927
Lunenburg Foundry & Engineering Ltd.	Machinists, Local 1716
M. W. Graves Comp. Limited	Bakery Workers, Local 446
M. W. Graves Company	Bakery Workers, Local 446
Maritime Beverage Limited	Teamsters, Local 927
Maritime Beverage Limited	Department Store Union, Local 1015
Maritime Paper Products	Paperworkers, Local 1520
Maritime Photoengravers Limited	Graphic Arts, Local 506
Maritime Steel & Foundries	Steelworkers, Local 3172
Maritime Steel & Foundries	Moulders, Local 332
Mason Windows Limited	Steelworkers, Local 7909
MBB Mechanical Services Ltd.	Boilermakers, Local 73
McCully & Soy	Paperworkers, Local 124

MANUFACTURING (CONT'D)

Employer	Union
McKinlay and Sons Limited	Department Store Union, Local 596
Minas Basin Lumber Company Limited	Paperworkers, Local 583
Minas Pulp and Power Co. Ltd.	Paperworkers, Local 583
Modern City Dairy & Modern City Ice	Department Store Union, Local 596
Moosehead Breweries Ltd.	Brewery Workers, Local 361
Municipal Ready Mix Ltd.-Sydney	Teamsters, Local 927
National Sea Products Limited	Seafood Workers, Local 136
National Sea Products Limited	Operating Engineers, Local 968
National Sea Products Limited	C.B.R.T., Local 611
NEI Mining Equipment Canada	I.B.E.W., Local 1852
North Sydney Marine Railway Company Ltd.	C.B.R.T., Local 230B
North Sydney Seafoods	Seafood Workers, Local 112
Nova Scotia Forest Industries - Mill Division	Paperworkers, Local 972
Nova Scotia Textiles Limited	Textile Workers, Local 159
Nova Scotia Forest Industries	Paperworkers, Local 972
Nova Scotia Forest Industries	Paperworkers, Local 972
Oland Breweries Limited	Brewery Workers, Local 361
Phillips Cables Limited	I.B.E.W., Local 625
Premium Amherst	Carpenters, Local 2389
Procor Limited	Tank Car Repairmen
Riverport Seafoods Limited	Seafood Workers, Local 118
Riversdale Lumber Limited	Food & Commercial Workers, Local 1973
Robb Engineering Limited	Steelworkers, Local 4122
Scotia Marine Products	Energy & Chemical Workers, Local 856
Scotian Gold Co-op - Machinery Division	Bakery Workers, Local 446
Scotian Gold Co-operative Limited - Plant	Bakery Workers, Local 446
Scott Maritimes Limited	Paperworkers, Local 440
Shaw & MacDonald Ltd.	Ironworkers, Local 809
Simmons Limited	Energy & Chemical Workers, Local 825
Sivaco Maritimes Limited	Steelworkers, Local 8679
South Shore Ready Mix Limited	Operating Engineers, Local 721
Starr Manufacturing Ltd.	Marine Workers, Local 13
Strescon Limited	Labourers, Local 615
Subsea Technology Ltd.	Iron Workers, Local 809
Surrette Battery Co. Ltd.	I.B.E.W., Local 625
Sydney Engineering & Dry Dock Co. Ltd.	Marine Workers, Local 15
Sydney Steel Corporation	Steelworkers, Local 6516
Sydney Steel Corporation	Steelworkers, Local 6537
Sydney Steel Corporation	C.U.P.E., Local 1675
Sydney Steel Corporation	Steelworkers, Local 1064
Sydney Steel Corporation	Bricklayers, Local 12
Texaco Canada Inc.	Atlantic Oil Workes, Local 1
Ven Rez Products Ltd.	Carpenters, Local 2284
Volvo Canada Ltd. - Manufacturing Division	Auto Aerospace, Local 720

Employer	Union
SERVICE	
Aberdeen Hospital	N. S. Nurses Union
Aberdeen Hospital	C.U.P.E., Local 741
Aberdeen Hospital Commission	C.U.P.E., Local 1646
Acadia University	Operating Engineers, Local 968
Acadia University	Operating Engineers, Local 968B
Acadia University	Acadia Faculty Association
Alderwood Rest Home	N. S. Nurses Union
All Saints Hospital	C.U.P.E., Local 919
Annapolis Co. Mun. - Adult Residential Centre	C.U.P.E., Local 2859
Annapolis Co. Mun. School Board - Bus Drivers	C.U.P.E., Local 1187
Annapolis District School Board - Caretaker	C.U.P.E., Local 1187
Argyle Municipal School Board	C.U.P.E., Local 2272
Atlantic Building Cleaning	Teamsters, Local 927
Bayside Home Corporation	C.U.P.E., Local 2007
Bluenose Tavern Limited	Hotel, Motel Employees, Local 662
Braemore Home	N. S. Nurses Union
Braemore Home	C.U.P.E., Local 753
Braemore Home-CNA	C.U.P.E., Local 1478
Camphill Hospital	N. S. Nurses Union
Canadian Odeon Theatres	Theatrical Employees, Local 680
Canadian Red Cross Society	Halifax Civic Workers, Local 108
Cape Breton District School Board-Sydney Acad.	Operating Engineers, Local 968
Cape Breton Hospital	C.U.P.E., Local 753
Cape Breton Hospital	N. S. Nurses Union
Cape Breton Hospital-CNA	C.U.P.E., Local 1478
Cara Operations	Teamsters, Local 927
Cara Operations - Air Terminal Rest.	Teamsters, Local 927
Chateau Halifax	Hotel, Motel Employees, Local 662
Citadel Properties Ltd.	Bakery Workers, Local 446
Clare Municipal School Bd. - Janitors	C.U.P.E., Local 1060
Colchester Hospital	N. S. Nurses Union
Colchester Hospital - CNA & Technical	C.B.R.T., Local 618
Colchester Hospital - General Workers	C.B.R.T., Local 608
Colchester Hospital - Office & Clerical	C.B.R.T., Local 608
Colchester-East Hants Amal. School Board	C.U.P.E., Local 1047
Cove Guest Home	N. S. Nurses Union
Cove Guest Home	C.B.R.T., Local 620
Dalhousie College & University	C.U.P.E., Local 1392
Dalhousie College & University	Dalhousie Staff Association
Dalhousie College & University	Dalhousie Faculty Association
Dalhousie College & University	Operating Engineers, Local 968B
Dalhousie Governors of	Operating Engineers, Local 968
Dalhousie University-Assoc. of Grad. Studies	Grad House Staff Association
Dartmouth General Hospital	C.B.R.T., Local 606
Dartmouth General Hospital	N. S. Nurses Union
Dartmouth Senior Care Society-Oakwood Terrace	C.U.P.E., Local 2774

SERVICE (CONT'D)

Employer	Union
Dawson Memorial Hospital	N. S. Nurses Union
Dawson Memorial Hospital-Clerical	Operating Engineers, Local 968B
Dawson Memorial Hospital - CNA's	Operating Engineers, Local 968B
Dawson Memorial Hospital - Health Care	Operating Engineers, Local 968B
Dawson Memorial Hospital - Residual	Operating Engineers, Local 968
Digby District School Board-Caretakers	C.U.P.E., Local 1185
Digby District School Board-Clerical	C.U.P.E., Local 1185
Digby General Hospital	C.U.P.E., Local 1027
Digby General Hospital	N. S. Nurses Union
Digby Town & Mun. Housing Corp. Tideview	Service Employees Int., Local 902
East Cumberland Lodge	C.U.P.E., Local 2391
Eastern Memorial Hospital	N. S. Nurses Union
Eastern Memorial Hospital	C.B.R.T., Local 602A
Eastern Passage Memorial Hospital	N. S. Nurses Union
Edward Mortimer Place	N. S. Nurses Union
Edward Mortimer Place	C.U.P.E., Local 2503
Empire Theatre - Bridgewater	Theatrical Employees, Local 680
Empire Theatre - Truro Twin Cinemas	Theatrical Employees, Local 848
Empire Theatres Ltd. - Halifax	Theatrical Employees, Local 848
Empire Theatres Limited - South Shore	Theatrical Employees, Local 680
Empire Theatres Limited - Spryfield	Theatrical Employees, Local 680
Empire Theatres Limited - Yarmouth	Theatrical Employees, Local 848
Employees RWDSU AFL-CIO-CLC	Department Store Union
Extendicare - Park Haven	C.U.P.E., Local 2784
Fairview Villa Nursing Home	C.U.P.E., Local 1416
Famous Players-Vogue & Paramount-Proj.	Theatrical Employees, Local 848
Famous Players-Sydney Front of House	Theatrical Employees, Local 848
Famous Players-Projec.-Halifax & Dartmouth	Theatrical Employees, Local 680
Fishermans Memorial Hospital	N. S. Nurses Union
Fishermans Memorial Hospital	C.U.P.E., Local 1933
Forest Haven Memorial Gardens	Labourers, Local 1115
General Sound	Theatrical Employees, Local 680
Glace Bay Community Hospital	N. S. Nurses Union
Glace Bay Community Hospital - CNA	C.B.R.T., Local 607
Glace Bay General Hospital	N. S. Nurses Union
Glace Bay General Hospital - Clerical	C.B.R.T., Local 607
Glades Lodge Limited	C.U.P.E., Local 1259
Glen Haven Manor Corporation	C.U.P.E., Local 2330
Glenview Health Care Services Ltd.	C.B.R.T., Local 619
Grace Maternity Hospital	N. S. Nurses Union
Grace Maternity Hospital	C.B.R.T., Local 606
Grace Maternity Hospital	C.B.R.T., Local 614
Grace Maternity Hospital	C.B.R.T., Local 614A
Grand Hotel Company Limited	Hotel, Motel Employees, Local 662
Guysborough Municipal School Board	C.U.P.E., Local 1116
Halifax City of	C.U.P.E., Local 108
Halifax Co. Regional Rehabilitation Centre	C.U.P.E., Local 1028
Halifax Co. Regional Rehabilitation Centre	N. S. Nurses Union
Halifax District School Board	C.U.P.E., Local 444
Halifax Infirmary	C.B.R.T., Local 606

SERVICE (CONT'D)

Employer	Union
Halifax Infirmary Hospital	N. S. Nurses Union
Halifax Infirmary Hospital	N.S.G.E.U., Branch 22
Halifax Infirmary Hospital	C.B.R.T., Local 615
Halifax Senior Citizens Housing Corp. Ltd.	C.B.R.T., Local 606
Hants Community Hospital	N. S. Nurses Union
Hants West District School Board	C.U.P.E., Local 1449
Hants West District School Board-Clerical	C.U.P.E., Local 1449
Harbour View Hospital	N. S. Nurses Union
Hazel Hill Rest Home Corp.	C.U.P.E., Local 1723
Halifax Co.-Bedford District School Board	Union of School Board Employees
Highland View Regional Hospital	N. S. Nurses Union
Highland View Regional Hospital	C.U.P.E., Local 920
Hillcrest Manor Nursing Home	C.B.R.T., Local 608A
Holiday Inn of Dartmouth	Hotel, Motel Employees, Local 662
Holiday Inn of Sydney	Hotel, Motel Employees, Local 772
Hotel Nova Scotian	Hotel, Motel Employees, Local 662
Inverary Manor	N. S. Nurses Union
Inverness Co. Municipal Housing Corporation	C.U.P.E., Local 1485
Inverness Co. Municipal Housing Corporation	C.U.P.E., Local 2031
Inverness Consolidated Memorial Hospital	N. S. Nurses Union
Inverness District School Board	C.U.P.E., Local 955
Izaak Walton Killam Hospital	C.B.R.T., Local 606
Izaak Walton Killam Hospital	IWK Technical Employees Association
Keddy's Motor Inn	Hotel, Motel Employees, Local 772
Kings County District School Board	C.U.P.E., Local 1068
Kings Regional Rehabilitation Centre	C.U.P.E., Local 1472
Lingan Golf & Country Club	Labourers, Local 1115
Lord Nelson Hotel Limited	Hotel, Motel Employees, Local 662
Lunenburg Municipal School Board	C.U.P.E., Local 1441
MacGillivary Ronald C. Guest Home	C.U.P.E., Local 1562
MacGillivary Guest Home	N. S. Nurses Union
Maple Hill Manor	N. S. Nurses Union
Maple Hill Manor	C.U.P.E., Local 606B
Maritime IOOF Home	C.U.P.E., Local 2330
Mary's Hill Home	C.U.P.E., Local 2508
McVicar's Resorts-Isle Royal Motel	Hotel, Motel Employees, Local 772
Metro Group Homes Association	C.U.P.E., Local 2305
Modern Bldg. Cleaning - Ind. Locations	Teamsters, Local 927
Modern Bldg. Cleaning - Mt. St. Bernard College	C.B.R.T., Local 605
Modern Bldg. Cleaning - VG Hospital	Teamsters, Local 927
Modern Bldg. Cleaning - College of Cape Breton	C.U.P.E., Local 2733
Modern Bldg. Cleaning - Glace Bay Comm.	C.U.P.E., Local 2336
Modern Bldg. Cleaning - Grace Maternity	C.B.R.T., Local 606
Motherhouse - Sisters of St. Martha	C.B.R.T., Local 602
Mount Saint Vincent University	MSVU Staff Association
Mount Sating Vincent University	C.B.R.T., Local 606

SERVICE (CONT'D)

Employer	Union
New Dawn Guest Home	C.U.P.E., Local 1183
New Glasgow Town of - Bd. School Comm.	C.U.P.E., Local 281
New Waterford Consolidated Hospital	N. S. Nurses Union
New Waterford Consolidated Hospital	C.B.R.T., Local 604
New Waterford Town of - School Comm.	C.U.P.E., Local 232
North End Day Care Centre	C.U.P.E., Local 3016
Northside Community Guest Home	N. S. Nurses Union
Northside Community Guest Home Society	C.U.P.E., Local 1867
Northside General Hospital	C.B.R.T., Local 607
Northside General Hospital	C.B.R.T., Local 603
Northside Harbour View Hospital	N. S. Nurses Union
Northside Harbour View Hospital	C.U.P.E., Local 2508
Northside-Victoria District School Board	C.U.P.E., Local 981
Nova Scotia Armature Works Limited	I.B.E.W., Local 625
Nova Scotia Nurses' Union	Marine Workers, Local 32
Nova Scotia Rehabilitation Centre	N. S. Nurses Union
Nova Scotia Home for Coloured Children	C.U.P.E., Local 3016
Ocean View Manor	C.U.P.E., Local 1245
Queens General Hospital	C.U.P.E., Local 1711
Queens Home for Special Care Corporation	C.U.P.E., Local 2648
Richmond District School Board	C.U.P.E., Local 1069
Richmond Housing Corporation	C.U.P.E., Local 1782
Riverton Guest Home-Valley View Villa	C.U.P.E., Local 2330
Riverton Guest Home-Valley View Villa	N. S. Nurses Union
Riverview Adult Residential Centre	C.U.P.E., Local 2330
R K MacDonald Nursing Home Corporation	C.B.R.T., Local 605
Roseway Hospital	N. S. Nurses Union
Sacred Heart Hospital	N. S. Nurses Union
Sacred Heart Hospital	C.B.R.T., Local 514
Sacred Heart Hospital	C.B.R.T., Local 607
Saga Canadian Management Services Ltd.	C.B.R.T., Local 605
Savoy Theatre	Theatrical Employees, Local 848
Seaview Golf and Country Club	Labourers, Local 1115
Seaview Manor Corporation	C.U.P.E., Local 2094
Seaview Manor Home for Special Care	N. S. Nurses Union
Skye Motel Limited	Hotel, Motel Employees, Local 662
Soldiers Memorial Hospital	Operating Engineers, Local 968
Soldiers Memorial Hospital	Operating Engineers, Local 968B
South Cumberland Memorial Hospital	N. S. Nurses Union
South Cumberland Memorial Hospital	C.U.P.E., Local 2456
South Shore Community Service Association	Bonny Lea Farm Association
Spring Garden Villa	C.U.P.E., Local 1183
St. Francis Xavier University	C.U.P.E., Local 1636
St. Francis Xavier University	C.B.R.T., Local 605
St. Martha's Hospital	C.B.R.T., Local 602
St. Mary's University	Operating Engineers, Local 968B
St. Mary's University	Operating Engineers, Local 968

SERVICE (CONT'D)

Employer	Union
St. Mary's University	St. Mary's Faculty Union
St. Mary's University	St. Mary's Staff Union
St. Mary's University	St. Mary's Faculty Union
St. Rita Hospital	N. S. Nurses Union
St. Vincent's Guest House	C.U.P.E., Local 1082
Stag and Doe Beverage Room Ltd.	Teamsters, Local 927
Strait-Richmond Hospital	C.U.P.E., Local 2436
Sunset Adult Residential Centre	C.U.P.E., Local 972
Sutherland Harris Memorial Hospital	N. S. Nurses Union
Sutherland Harris Memorial Hospital	C.U.P.E., Local 1869
Swiss Chalet	Hotel, Restaurant Employees, Local 88
Sydney City Hospital	C.U.P.E., Local 756
Sydney City Hospital	N. S. Nurses Union
Sydney City Hospital	C.U.P.E., Local 1613
Sydney City Hospital	C.U.P.E., Local 2431
Technical University of Nova Scotia	Technical University Faculty Association
Tri-Metro Cinemas	Theatrical Employees, Local 680
Twin Oaks Memorial Hospital	N. S. Nurses Union
Valley Health Services Association	N. S. Nurses Union
Valley Health Services Association	N.S.G.E.N, Branch 52
Valley Health Services Association	Kent Hospital Employees Assoc., Local 2
Victoria County Alderwood Corporation	C.U.P.E., Local 1635
Victoria County Memorial Hospital	N. S. Nurses Union
Victoria County Memorial Hosptial	C.B.R.T. Local 607
Victoria General Hospital	C.B.R.T., Local 606
Victorian Order of Nurses - Halifax	N. S. Nurses Union
Villa Saint-Joseph-Du-Lac	C.U.P.E., Local 835
Villacentres Ltd.-Spring Garden Villa	N. S. Nurses Union
VS Services - Aberdeen Hospital - Food Service	C.U.P.E., Local 741
VS Services-Colchester Hospital - Food Service	C.B.R.T., Local 608
VS Services-Colchester Hospital - Laundry	C.B.R.T., Local 608
VS Services - I.W.K. Hospital - Food Service	C.B.R.T., Local 606
VS Services - Glace Bay Community Hospital	C.U.P.E., Local 2336
VS Services - Richmond Hospital	C.U.P.E., Local 2436
VS Services - Richmond Villa	C.U.P.E., Local 1782
VS Services - St. Francis Xavier University	C.B.R.T., Local 605
Wandlyn Motels Limited	Hotel, Motel Employees, Local 772
Western Counties Regional Library	C.U.P.E., Local 2530
Wilson's Family Restaurants Limited-Jaspers	Hotel, Motel Employees, Local 772
Wolfville Nursing Homes Ltd.	Operating Engineers, Local 968B
Yarmouth Mun. School Board-Drivers-Caretaker	C.U.P.E., Local 964
Yarmouth Regional Hospital	C.U.P.E., Local 835
Yarmouth Regional Hospital	N. S. Nurses Union
Yarmouth Town of-Bd. of School Comm.	C.U.P.E., Local 2530
Yarmouth Town of - Labourers	C.U.P.E., Local 2530

TRADE

Employer	Union
ACA Co-operative Assoc. Limited	Food & Commercial Workers, Local 1157
Amherst Co-operative Limited	Department Store Union, Local 1015
Antigonish Motors Limited	C.B.R.T., Local 525
Associated Freezers of Canada Limited	Department Store Union, Local 1015
Atlantic Motors Limited	C.B.R.T., Local 502
Atlantic Wholesalers Limited	Bakery Workers, Local 446
Atlantic Wholesalers	Department Store Union, Local 1015
Automotive Hardware Limited	Food & Commercial Workers, Local 1973
Bolands Limited	Bakery Workers, Local 446
Braemore Co-operative Limited	Department Store Union, Local 1015
Bras d'or Coop Limited	Department Store Union, Local 596
Can Automotive Radiator Exchange & Mfg.	C.B.R.T., Local 612A
Cape Breton Pharmacy Limited	Department Store Union, Local 596
Chappell's Bldg. Supplies Limited	C.B.R.T., Local 230
Chappell's Bldg. Supplies Limited	C.B.R.T., Local 230
Clover Produce Limited	Food & Commercial Workers, Local 1157
Clover Produce Limited	Food & Commercial Workers, Local 910
Co-op Atlantic	Department Store Union, Local 596
Co-op Atlantic-Office	Department Store Union, Local 596
Co-op Atlantic - Sydney Fuels	Food & Commercial Workers, Local 910
Dominion Stores Limited	Food & Commercial Workers, Local 1973
Eastern Automobile Company Limited	C.B.R.T., Local 525
Eastern Drug Services	Bakery Workers, Local 446
Eastern Chrysler Plymouth Ltd.	C.B.R.T., Local 506
Eddy Group Limited	Food & Commercial Workers, Local 1973
Fred Hiscock Drugs Limited	Department Store Union, Local 596
G.V.S. Canada Inc.	Food & Commercial Workers, Local 1973
Gainers Inc.	Food & Commercial Workers, Local 910
H. H. Marshall Limited	Department Store Union, Local 596
Halliday Craftsmen	Food & Commercial Workers, Local 1973
Halliday Craftsmen - Halifax	Food & Commercial Workers, Local 1973
Halliday Craftsmen - Truro	Food & Commercial Workers, Local 1973
Halliday Craftsmen Limited - Springhill	Food & Commercial Workers, Local 1973
Halliday Craftsmen - Dartmouth	Food & Commercial Workers, Local 1973
Halliday Craftsmen - Kentville	Food & Commercial Workers, Local 1973
IMO Foods Ltd.	Food & Commercial Workers, Local 1157
Johnson & MacDonald	Department Store Union, Local 1015
Joy Stores Limited	Department Store Union, Local 596
Keltic Motors Limited	C.B.R.T., Local 525
Kenmount Ford Sales Limited	C.B.R.T., Local 506
MacAulays Garage Limited	C.B.R.T., Local 506
MacIntyre Chev-Oldsmobile Ltd.	C.B.R.T., Local 506
Marks & Spencer Canada	Department Store Union, Local 596
Mason's Limited	Department Store Union, Local 596
Metropolitan Store #348	Department Store Union, Local 1015
Metropolitan Store #388	Department Store Union, Local 596
Metropolitan Store #420	Department Store Union, Local 596

TRADE (CONT'D)

Employer	Union
Metropolitan Stores #350	Department Store Union, Local 596
Miles IGA Limited	Food & Commercial Workers, Local 910
Modern Co-operative Supply Depot	Department Store Union, Local 596
N. S. Liquor Commission	Liquor Commission Employees, Local 470
N. S. Liquor Commission	Assoc. Comm. & Tech, Local 1670
Piercey Supplies Limited	Teamsters, Local 927
Progressive Wholesalers Limited	Department Store Union, Local 596
Rahey's Supermarket	Department Store Union, Local 596
Ron May Pontiac Buick GMC Ltd.	C.B.R.T., Local 506
Save Easy Store	Food & Commercial Workers, Local 1973
Scotia Wholesalers Limited	Department Store Union, Local 596
Servico Limited	C.B.R.T., Local 506
Shean Co-operative Society Limited	Department Store Union, Local 596
Sobey's Stores Limited-Warehouse	Food & Commercial Workers, Local 1973
Sobey's Stores Ltd. #160, #190, #300	Food & Commercial Workers, Local 910
Sterling Hubley Drugs Limited	Food & Commercial Workers,Local 1973
Sullivan Dodge Chrysler	C.B.R.T., Local 525
Sumner Company Limited	Food & Commercial Workers, Local 1973
Sydney Co-operative Society Limited	Food & Commercial Workers, Local 910
Sydney River Drugs Limited	Department Store Union, Local 596
Thrift Stores	Food & Commercial Workers, Local 1973
Town & Country - Red & White Store	Food & Commercial Workers, Local 910
Vee Eight Motors	C.B.R.T., Local 502
W.A. O'Farrell Chev-Olds Ltd.	C.B.R.T., Local 502
Westinghouse Canada Inc.	Electric Radio Workers, Local 588
Willett Foods Limited	Food & Commercial Workers, Local 1973
Willett Foods Limited	Food & Commercial Workers, Local 1973

PUBLIC ADMINISTRATION

Employer	Union
Amherst - Municipality of	C.U.P.E., Local 1233
Amherst - Town of - Police	Police Assoc., Local 104
Antigonish Town of	I.B.E.W., Local 1928
Antigonish Town of - Works Department	I.B.E.W., Local 1928
Bedford Town of	Firefighters, Local 2715
Berwick Town of	Police Assoc., Local 214
Bridgewater - Town of	C.U.P.E., Local 1092
Bridgewater - Town of - Police	Police Association, Local 108
Cape Breton Co. Joint Expenditure Board	C.U.P.E., Local 1446
Cape Breton County Municipality of	C.U.P.E., Local 1545
Cape Breton County Recreation Commission	C.U.P.E., Local 1545
Cape Breton Joint Expenditure Board	C.U.P.E., Local 1545
Colchester Co. Municipality of	Police Assoc., Local 124

PUBLIC ADMINISTRATION

Employer	Union
Dartmouth - City of	Firefighters, Local 1398
Dartmouth - City of	N. S. Union Public Employees #1
Dartmouth - City of	C.U.P.E., Local 624
Dartmouth - City of	Police Association, Local 101
Dartmouth - City of	Marine Workers, Local 13
Dartmouth District School Board	N. S. Union of Public Employees #2
Dominion District Recreational Complex	C.U.P.E., Local 850
Dominion - Town of - Clerical	C.U.P.E., Local 850
Dominion - Town of - Labourers	C.U.P.E. Local 850
Dominion - Town of - Police	C.U.P.E., Local 850
Glace Bay - Town of	C.U.P.E., Local 755
Glace Bay - Town of	C.U.P.E., Local 2765
Glace Bay - Town of - Police	C.U.P.E., Local 1013
Halifax - City of	Firefighters, Local 268
Halifax - City of	Halifax Police & NCO Association
Halifax - City of	C.U.P.E., Local 143
Halifax - City of	Firefighters, Local 2527
Halifax - Municipality of	Firefighters, Local 1456
Halifax - Municipality of	C.U.P.E., Local 1083
Halifax Housing Authority	Operating Engineers, Local 968
Halifax Housing Authority	Operating Engineers, Local 968B
Hantsport - Town of	Police Association, Local 215
Kentville - Town of	C.U.P.E., Local 1068
Kentville - Town of	Police Association, Local 107
Kings County - Municipality of	Police Association, Local 125
Lake District Recreation Association	Teamsters, Local 927
Liverpool - Town of	I.B.E.W., Local 1928
Louisbourg Town of - Police Comm.	C.U.P.E., Local 2279
Lunenburg - District of	Correction Officers
Lunenburg - Town of	C.U.P.E., Local 1780
Lunenburg - Town of	Police Association, Local 207
Metro Auth. Halifax Dartmouth & Halifax Co. - Landfill Correction Officers	Correction Officers
Middleton Town of - Clerical Workers	C.U.P.E., Local 1187
Middleton Town of - Outside Workers	C.U.P.E., Local 1187
Middleton - Town of - Police	Police Association, Local 216
Mulgrave Town of - Labourers	C.U.P.E., Local 1116
New Glasgow Town of - Civic Workers	C.U.P.E., Local 281
New Glasgow - Town of - Labourers	C.U.P.E., Local 281
New Waterford - Town of	C.U.P.E., Local 232
New Waterford - Town of - Police	C.U.P.E., Local 232
North Sydney Board of Police Comm.	C.U.P.E., Local 2353
North Sydney Town of - Civic Workers	C.U.P.E., Local 757
Port Hawkesbury - Town of - Labourers	C.U.P.E., Local 2434
Springhill Town of	Police Association, Local 203
Springhill Town of - Public Works	C.U.P.E., Local 919

PUBLIC ADMINISTRATION (CONT'D)

Employer	Union
Stellarton - Town of - Police	Police Association, Local 205
Sydney - City of	C.U.P.E., Local 758
Sydney - City of	Firefighters, Local 2779
Sydney - City of	C.U.P.E., Local 933
Sydney - City of	C.U.P.E., Local 759
Trenton - Town of	Police Association, Local 202
Trenton - Town of	C.U.P.E., Local 281
Truro - Town of - Police	Police Assoc., Local 102
Truro - Town of	C.U.P.E., Local 734
Truro - Town of - Clerical	Police Assoc., Local 211
Truro - Town of	Firefighters, Local 1627
Victoria Co. Municipality of	C.U.P.E., Local 1635B
Victoria Co. Municipality of	C.U.P.E., Local 2694
Westphal Cole Harbour & Area Service Comm.	Firefighters, Local 1398
Westville - Town of	Police Association, Local 206
Windsor - Town of - Labourers	C.U.P.E., Local 1089
Wolfville - Town of	Police Assoc., Local 209
Yarmouth Municipality of	C.U.P.E., Local 2530
Yarmouth Town of	Firefighters, Local 2094

TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES

Employer	Union
Caledonia Power and Water Board	C.U.P.E., Local 755
Cape Breton Regional Transit Authority	C.B.R.T., Local 230
Central Transfer Limited	Teamsters, Local 927
Conrad Brothers Ltd.	C.B.R.T., Local 613
Halifax-Dartmouth Bridge Comm.- Admin	Teamsters, Local 927
Halifax-Dartmouth Bridge Comm.-M & E	Teamsters, Local 927
L. E. Shaw Transport Ltd.	Operating Engineers, Local 721B
Mahars Transfer Express Limited	Teamters, Local 927
Maritime Forwarding Ltd.	Teamsters, Local 927
Maritime Tel & Tel Co. Ltd.	Telephone Employees Union
Maritime Tel & Tel Co. Ltd.-Operators	I.B.E.W., Local 1030
Maritime Tel & Tel Co. Ltd.-Plant Workers	I.B.E.W., Local 1030
Maritime Warehousing & Transfer Co. Ltd.	Bakery Workers, Local 446
Metropolitan Transit Commission	Transit Union, Local 508
Nova Scotia Power Corporation	I.B.E.W., Local 1928
Nova Scotia Power Corporation	C.B.R.T., Local 610
Nova Scotia Power Corporation	C.B.R.T., Local 507
Perry Rand Limited	C.B.R.T., Local 606B
Pictou Co. Regional Transit Authority	C.B.R.T., Local 502
Public Service Commission of Halifax	C.U.P.E., Local 227
Public Service Commission of Halifax	C.U.P.E., Local 1431
Rowe's Freight and Marine Services Limited	C.B.R.T., Local 230
UMACS of Canada Inc.	Labourers, Local 615

APPENDIX II

STATISTICAL TABLES

TABLE 1:

DISTRIBUTION OF COLLECTIVE AGREEMENTS BY EMPLOYER SIZE

Number of Employees	Agreements #	Agreements %
50 or less	360	64.0
51 - 100	83	14.8
101 - 200	63	11.2
201 - 400	25	4.4
401 - 500	1	0.2
501 - 1000	9	1.6
1001 or more	2	0.4
employee size not available	19	3.4
TOTAL	562	100.0

TABLE 2:

DISTRIBUTION OF COLLECTIVE AGREEMENTS BY OCCUPATIONAL CLASS OF EMPLOYEES

Occupational Class	Agreements #	Agreements %
Production & related	369	65.7
Production & office	7	1.2
Office/clerical	26	4.6
Professional	56	10.0
Professional & technical	5	0.9
Technical	30	5.3
Sales	25	4.4
Police	24	4.3
Firemen	10	1.8
Other	10	1.8
TOTAL	562	100.0

TABLE 3:

DISTRIBUTION OF COLLECTIVE AGREEMENTS BY SETTLEMENT STAGE

Settlement Stage	Agreements #	Agreements %
Direct	378	67.3
Conciliation Officer	120	21.3
Conciliation Board	5	0.9
Post Conciliation Bargaining (P.C.R.)	41	7.3
Post Conciliation Bargaining (W.S.)	17	3.0
Other	1	0.2
TOTAL	562	100.0

TABLE 4:

DISTRIBUTION OF COLLECTIVE AGREEMENTS BY UNION AFFILIATION

Union	Agreements #	Agreements %
Public Employees	125	22.3
Railway and Transport	67	11.9
Retail Clerks/Department Store Union	35	6.2
Seafood/Food & Allied/Bakery	56	10.0
Operating Engineers	23	4.1
Labourers, Carpenters, Marine, etc.	31	5.5
Steel - Atomic - Quarry, Oil	22	3.9
Teamsters	29	5.2
Nurses	43	7.7
Police/Fire	29	5.2
Graphic Arts - Theatrical	21	3.7
Hotel, Motel	13	2.3
Paper, Textile, Building Products	16	2.8
NSGEU, Faculty	12	2.1
Electrical Workers	12	2.1
Other	28	5.0
TOTAL	562	100.0

APPENDIX III

GLOSSARY

GLOSSARY

From our collective agreement coding manual, terms and definitions are used to ensure consistency in coding practices. For information purposes reference is made here to several of the more important terms in the collective agreements.

Closed Shop - A place of employment where the employer has agreed to hire and retain as employees only union members.

Union Shop - A union shop agreement requires all employees to become union members. The employer is entirely free to employ non-union members, but the members must join the union within a specified period after being employed. The employer must discharge any who fail to do so.

Modified Union Shop - A modified union shop excempts from compulsory membership all employees who are not union members at the time the agreement comes into force, but requires all those subsequently hired to join the union. Maintenance of membership for those already members may or may not be mentioned.

Maintenance of Membership - Under union maintenance of membership clauses, employees are under no obligation to join the union. However, those who join the union must, as a condition of employment, maintain their union membership throughout the life of the contract.

Rand Formula - This formula requires that all employees within the bargaining unit, both union members and non-member employees alike, must pay the equivalent of union dues as a condition of retaining employment.

Modified Rand Formula - A system in which dues are deducted from all employees except the older members.

Probationary Period - An initial period of employment during which a worker is considered probationary or on trial and may be discharged if his or her work proves unsatisfactory.

Seniority - Seniority refers to the length of service an employee has accumulated with an employer. Seniority is usually calculated on service within a unit specified in the collective agreement, such as: plant seniority, occupational seniority, or department seniority. Seniority provisions are most often used to determine promotions, lay-offs, rehiring, and demotions in case of lay-offs.

Grievance Procedure - This is typically a formal plan, specified in the collective agreement, which provides a channel for the adjustment of grievances through discussions at progressively higher levels of authority in the company and union and frequently culminating in arbitration. The Nova Scotia Trade Union Act provides that all collective agreements in the province shall contain a provision for final settlement without stoppage of work, either by arbitration or otherwise of all differences between the parties to or persons bound by the agreement. Provisions for an orderly adjustment of grievances are basic to sound industrial relations as it is practically impossible for a collective agreement to regulate all the specific problems which can rise in day-to-day operations.

Overtime Rates - Overtime rates of pay are defined as pay rates higher than straight-time pay for time actually worked. Overtime rates of pay usually fall into three groupings: 1) Overtime rates for work performed outside an employee's regular, daily, or weekly hours. 2) Overtime rates paid on Saturday. 3) Overtime rates paid on Sunday. It should be noted that Saturday or Sunday rates are also defined as those days regarded as Saturdays or Sundays by the company. This usually applies to a plant operating 24 hours a day where employee "weekends" fall during the period from Monday to Friday.

Management Rights, Employer Rights - The body of rights including hiring, production scheduling, contracting and price fixing which management generally contends are not proper subjects for collective bargaining.

Call-Out (Back) Pay - Wages for a minimum number of hours guaranteed to workers who are called back to work outside of scheduled working hours.

Reporting Pay, Call-In Pay or Premium, Show-Up Pay - Wages to which an employee is entitled under a union contract or by custom when he is required to report to work and finds either no work or less than a certain number of hours of work available.

Severance Pay, Dismissal Pay - A lump-sum payment by an employer to a worker whose employment is permanently ended, usually for causes beyond the worker's control. This payment is in addition to any back wages due the worker.

Shift Provisions - This is a term applied to the daily working schedule of a plant or its employees where the nature of the work necessitates a continuous operation. A premium wage, which may be a percentage, a flat amount, or a time leeway, is generally paid workers on shifts (other than the day shift) to compensate them for inconvienient working hours.

Moonlighting - Dual job holding by an employee who works a full day for one employer and then full-time or part-time for another employer.